

**KS2 Class Teacher
Decoy Primary School**

Inspiring Positive Futures



Required for: September 2021

Advert

Required from September 2021, the Governors are seeking make a permanent appointment for an outstanding KS2 teacher who can inspire and motivate children. This position is full time in the first year with a possible reduction to (0.7) from September 2022. This is because 0.3 of the role is to cover a secondment.

Decoy Community Primary School is a thriving primary school in Newton Abbot where all staff are committed to providing an engaging, broad and balanced curriculum for our children. Our staff team are highly skilled practitioners who plan for learning through a range of experiences to develop independence, exploration and resilience.

The successful candidates will:

- have the ability to work as part of, and contribute to, a very supportive staff team.
- have the ability to provide exciting learning opportunities for children.
- have consistently high expectation of children's learning and behaviour.
- be able to work collaboratively with colleagues, parents and the wider school community.
- be reflective and committed to developing their own practice.
- be committed to contributing to the wider opportunities for all children.

Unfortunately, visits to our school are not possible during the current pandemic restrictions but we would encourage all applicants to look at our website www.decoyprimary.co.uk to find out more about our school.

Decoy Community Primary School is committed to safeguarding and promoting the welfare of children. An enhanced disclosure via the Disclosure and Barring Service is required.

This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

Please note that pay portability is not available for this post

An Application Pack and application form is available on our website:

www.decoyschool.co.uk and can be downloaded from the "Information" page.

Please send completed application forms to vacancy@decoyschool.co.uk

Closing date: Tuesday 6th July 2021 (NOON)

KEY DATES

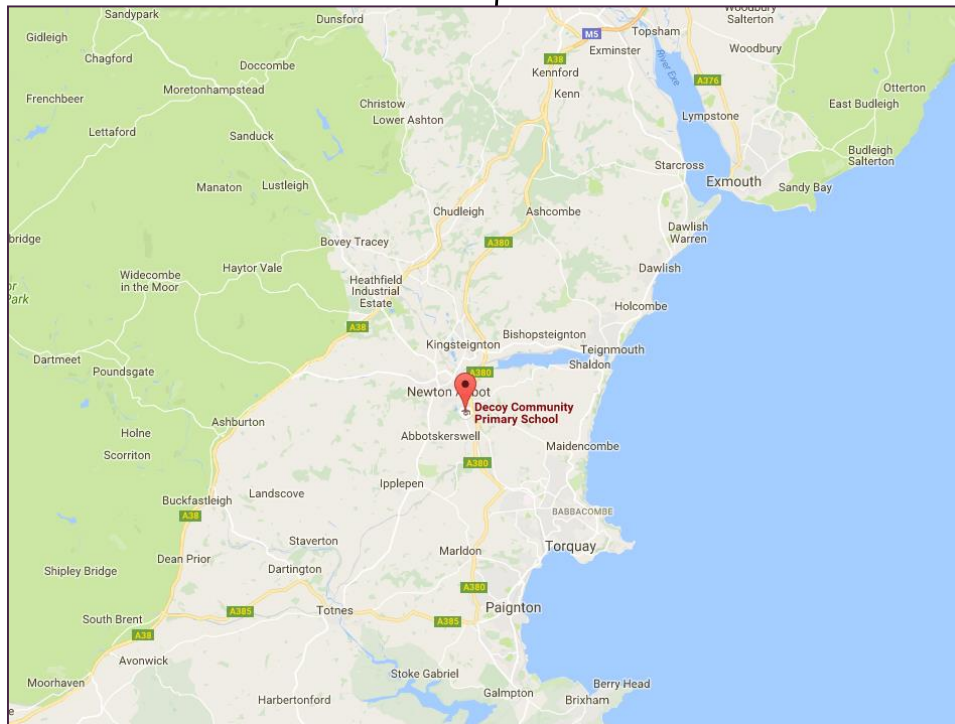
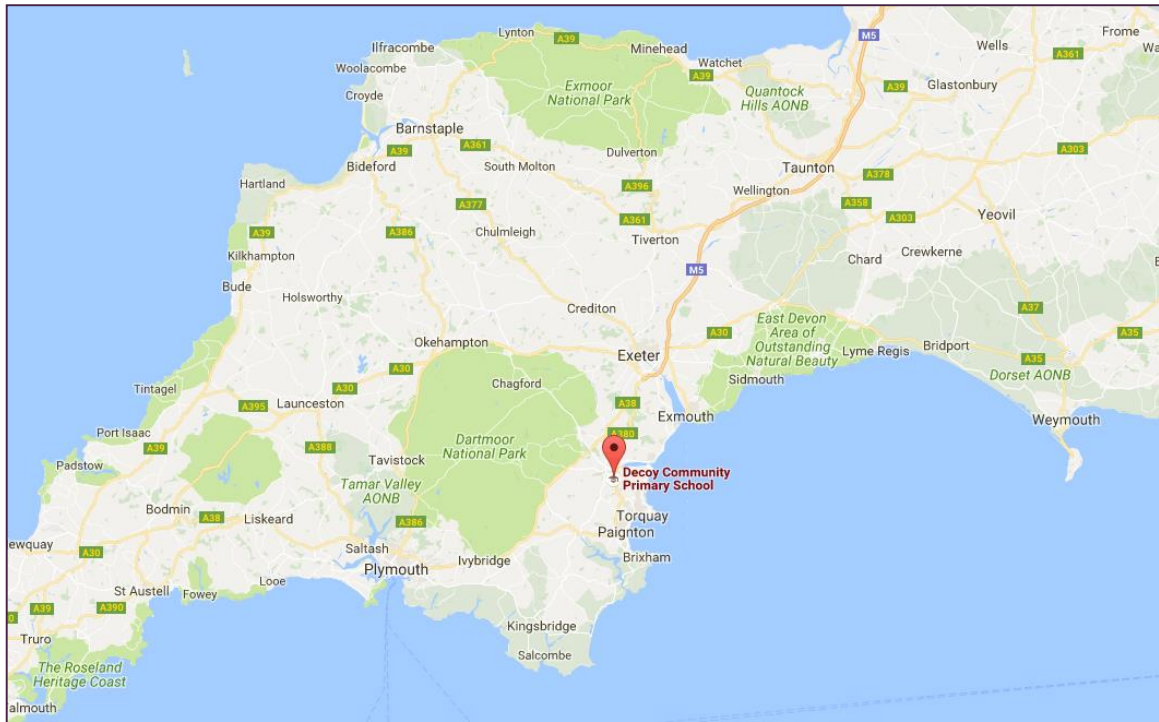
Key Stage 2 Class Teacher required from September 2021

Application close at: Noon Tuesday 6th July 2021

Shortlisting: Wednesday 7th July 2021

Interviews will take place on: w/b 12th July 2021





Contact Details:

Decoy Primary School and First Steps Nursery
 Deer Park Road
 Newton Abbot
 Devon
 TQ12 1DH
 Tel: 01626 353282
admin@decoyschool.co.uk

Website: <http://decoyschool.co.uk>

Twitter:



@DecoyPri



Decoy Community Primary School and First Steps Nursery

Deer Park Road, Newton Abbot, Devon TQ12 1DH

Tel: (01626) 353282

Headteacher: Mrs. H Poustie (B. Ed Hons.)

admin@decoyschool.co.uk

June 2021

Dear Applicant,

Thank you for your interest in the Key Stage 2 teacher vacancy at Decoy Community Primary School.

I hope that our application pack gives you a flavour of our school and helps you to decide if you are the right candidate for the job and whether Decoy Primary School is the right place for you. More information about the school is available on the school website www.decoyschool.co.uk

Unfortunately, due to the large numbers of applications we receive for vacancies, we will be unable to respond individually to unsuccessful applicants who are not long listed for the post.

Yours sincerely

Heather Poustie

Headteacher



Introduction to Decoy Primary School

Catchment Area

The catchment area for our school can be found by visiting:

<https://new.devon.gov.uk/educationandfamilies/school-information/apply-for-a-school-place/school-designated-areas>

Pupil Numbers

The number of children on roll in our school and nursery currently stands at 453. Our PAN is 60 for Reception to Year 6.

Key School Data

Type of Establishment	Primary School with Nursery
Age Range	3 - 11
Location	Decoy, Newton Abbot The school is situated on the southern, rural edge of Newton Abbot
Number on Roll	453
Last Ofsted Inspection	November 2016
% of children with Pupil Premium	17%
% of children with SEND	17%
% of children with EAL	1%

Overview of Ofsted (2016)

Main findings

This is a good school. The Headteacher and Deputy Headteacher set high expectations for staff and pupils which have led to improved progress and attainment for the school since the previous inspection. Leaders, staff and governors have created a culture where pupils' well-being and educational success go hand in hand.

Relationships between pupils and teachers are excellent. Pupils have total belief in their teachers to support them and help them to achieve their best.

Pupils are proud of their school. Their friendly, respectful and welcoming attitudes towards each other and adults reflect the care and respect shown to them by all staff.

Teaching, learning and assessment are good. Teachers use their strong subject knowledge to promote high achievement in a wide range of subjects.

What does the school need to do to improve further?

Continue to improve teaching to raise pupils' achievement by ensuring that staff create more opportunities to challenge pupils' understanding in all subjects to achieve greater depth.

Improve the quality of leadership and management by strengthening the work of middle leaders and ensuring that the curriculum provides more opportunities for pupils to gain an informed understanding of diverse faiths and cultures to help prepare them for life in Britain today.

Curriculum & Learning across the school

At Decoy School we all strive to produce a vibrant and creative curriculum, which is enhanced by active learning. Additionally, our children can participate in a wide variety of activities including residential trips, sporting events, music, dance and drama performances and creative workshops.



Decoy is a Community Primary School and we work closely with families to support all children to achieve the best outcomes for them. Our highly trained staff work to meet the needs of children of all abilities and provide a full range of additional support where identified. Monitoring progression and the implementation of early intervention measures are central to our approach.

Decoy School provides a high quality learning environment and our children are offered a rich and varied experience that will inspire and motivate them. We consider that the development of our children as individuals, with their own strengths, interests and aspirations, is paramount in order for them to play a fulfilling and caring role in society.

Staffing Structure (Primary School and Nursery)

Senior Leadership Team

Headteacher
Deputy Headteacher
SEND Co-Ordinator
EYFS Team Leader
KS1 Team Leader
KS2 Team Leader

Class Teachers
Teaching Assistants
SEN Teaching Assistant
Pastoral Support Teaching Assistant
School Business Manager
Administrators
Meal Time Assistants
I.T. Support
Resources Administrator

Breakfast and After School Club

BASC Leader
Out of School Play workers

Pupil Voice

The school has an active school council and this is complimented by Young Sports Leaders and Year 6 leaders. Pupils support each other through peer mediation and leading play.

Pastoral Care

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We work diligently to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support and justice.

The arrangements for safeguarding are effective. There is a strong culture of vigilance, open relationships between all staff, good training and strong community links (Ofsted November 2016).

Location & Facilities

Decoy Community Primary School has occupied a site of some 1.2 hectares of land on the southern edge of the market town of Newton Abbot since being founded in 1911. It is a larger maintained primary school – with two classes in every year group. Additionally, we have a maintained nursery offering flexible provision our children. The school also runs a Breakfast and After School Club which enables the school to support parents who need additional childcare.



The buildings and facilities have been amended and added to piecemeal over the years. Approximately 18% of the site is covered with buildings, which are of various constructions, sizes and vintages, ranging from the original 1911 brick building to a modern modular build community room opened in September 2014. Hard surfacing covers 30% of the site area, mostly as car parking, pathways and external play surface, leaving the remaining half of the site with tended grass cover and some trees around the southern and easterly boundaries. The school is bordered to the north and west by residential roads and to the south and east by allotment gardens and meadowland.

Governing Board

We have a committed team of governors who work tirelessly alongside staff to secure the best outcomes for the school. Apart from the Governing Board we have two sub-committees that meet half termly. These are the Learning and Wellbeing Committee and the Business Management Committee.



Community Links

Decoy is a Community Primary School and we work closely with families to support all children to achieve.

Our active and dedicated Parent Teacher Association support the school, organising fund raising and social events such as the Summer Fete, Easter Fayre, Christmas Bazaar, school disco's, quiz nights and the monthly lottery to name a few. The money raised allows us to further enrich our children's time at the school and keep the school at the heart of the community.

We work closely with a small group of local schools. Teachers, leaders and governors are working on a shared action plan in order to jointly improve teaching and learning.

The school is a member of the local School Sports Partnership. Our pupils take part in training events, tournaments and festivals.

At Decoy, we are committed to helping to train teachers of the future, through our long-standing partnership with Devon Primary SCITT.

Looking Forward

Our vision statement is to 'Inspire Positive Futures'. By this we mean that we want to encourage all children to believe that they can be successful. We do this in a school which strives to support all children, in a culture of mutual respect. We want our new staff member to see every child as an individual and to support them and help them to achieve their best.

Policies

We believe in being open and transparent in our relationships with others. Decoy School website contains an up to date policy section where all of the statutory and many local policies can be viewed.

Ethos

Decoy Community Primary School actively encourages its children to become caring, hardworking, creative and interesting citizens of the future. Pupils are supported to develop respect for each other and positive relationships.

Aims

At Decoy Community Primary School, we aspire to:

- Provide a happy and stimulating learning environment which promotes curiosity, creativity, enjoyment and interest in all aspects of learning;
- Provide high quality education suitable for the needs of each child using a wide range of teaching methods and experiences;
- Ensure all members of the school staff are confident in their respective roles, working together as a team, co-ordinated by effective leadership;
- Provide a personal and social education which will encourage children to become independent, confident, self-disciplined and courteous;
- Create a school environment which is welcoming, visually inviting, and which is safe and secure for all members of the school community.



Values

At Decoy Community Primary School our four values (Try your best, Think of Others, Make the Right Choices, Have-a-Go) enable the children to become effective members of the school community. Our values are embedded in our school environment in addition to our teaching and learning to ensure that they are at the forefront of what we do.

As well as supporting our children with how they relate to others, our values also enable our children to become better learners. Children are taught that the purpose of our values is to support them to achieve in school and also in life.

Our four values are merely headlines for a wide range of 'Learning to Learn' skills. These skills are taught discretely and referred to regularly and explicitly so that over time the children develop a deeper understanding of the skills they need to learn in relation to the four values. These skills are referred to as the key skills.

KEY STAGE 2 CLASS TEACHER JOB DESCRIPTION



Job Title Class Teacher Main Pay Scale 1-6

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of duties set out in that document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers.

The post holder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies.

Job Purpose

To be a highly effective teacher who supports and challenges all pupils to achieve their full potential.

Accountabilities:

To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.

To plan lessons/activities and sequences of lessons to meet pupils' individual learning needs.

To teach clear, structured lessons and sequences of work in order to maintain pace, motivation and challenge, which engages, challenges and ensures a high level of interest and enjoyment for all pupils.

To make learning objectives and outcomes clear, and promote active and independent learning that enables all pupils to think for themselves, and to plan and manage their own learning.

To work co-operatively to plan, deliver and assess learning as part of your team, including planning work for support staff and being accountable for their day to day deployment and impact on learning.

To set well-grounded expectations for pupils in your teaching groups using information about prior attainment.

To ensure that, as a result of your teaching, your pupils achieve well relative to their prior attainment, making progress as good as or better than similar pupils nationally and in the school.

To assess, monitor and record the progress of pupils in your teaching and give them clear and constructive feedback through keeping appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;

To build on prior attainment to ensure the individual needs of the pupils are met through differentiated work, IEPs, behaviour care plans and individual curricula as necessary.

To use a range of appropriate strategies and follow school policies for teaching, behaviour management and classroom management.

To take responsibility for your own professional development and use the outcomes to improve your teaching and your pupils' learning.

To make an active contribution to the policies, aspirations and plans of your year group and of the school.

To actively promote wider opportunities for pupils at Decoy Primary School.

To ensure the safety and wellbeing of all pupils and to follow school's safeguarding policies and procedures at all times.

Appraisal

Annual performance review is based on this overall job description and with particular emphasis on individual annual targets. These are set in discussion with your line manager.

This job description may be amended at any time, according to the changing priorities of the school as identified within the school's strategic improvement plan and in consultation with the post holder.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
Relevant experience	Teaching in a primary setting	Key Stage 2 experience
Education and training	QTS Evidence of relevant training	Recent relevant training
Knowledge and understanding	<p>An understanding of current research into teaching and learning</p> <p>Up-to-date knowledge of the National Curriculum and assessment</p> <p>The ability to motivate and inspire pupils</p> <p>Have high aspirations and expectations for the children and themselves</p> <p>Lead a creative and exciting learning environment, where children's work is well displayed and represented, including effective working walls.</p> <p>Work planned to a high standard using a variety of teaching strategies.</p> <p>Making use of regular assessment to play an integral part in moving children forward</p> <p>An understanding of individual and additional needs</p>	The ability to contribute to a specific curriculum area or areas.
Professional values	<p>A commitment to safeguarding and child protection in a primary school</p> <p>Promoting team work especially re teaching assistants/volunteers/parents</p> <p>Effective organisational skills</p> <p>Ability and commitment to working well with parents, carers and the wider community</p>	Experience of developing links outside the school community

