



The Kingfisher School

Year 5/6 Class
Teacher and Maths
Lead (TLR 2.1)

INFORMATION FOR CANDIDATES

kingfisherschoolbristol.org



Year 5/6 Class Teacher and Maths Lead (TLR)

Full time, permanent position to start 15th April (or as soon as possible afterwards)

MPS - UPS (£30,000 - £46,525) per annum, plus £3,214 (TLR 2.1) per annum + Health Cash Plan and Benefits package

Applications are invited from high quality candidates to join an exciting and committed team at The Kingfisher School.

We are looking to appoint a positive, hardworking, skilled and ambitious practitioner who wants to make a real difference to children's lives and is ready and able to take on a role teaching our children and working in harmony with staff, families and other key stakeholders.

Candidates for this post should be:

- Passionate about how children learn best with a genuine belief that all children can succeed.
- Able to demonstrate their resilience to cope with the daily challenges that working in a busy, successful inner city school can bring.
- Flexible, with a good sense of humour.
- An innovative practitioner who values and can support positive play and work as a team to resolve conflict.
- A confident professional, keen to share their knowledge and understanding with others.

In addition the successful candidate will have a deep pedagogical knowledge of teaching and learning to help children realise their academic potential as well as an interest in the wider community that the school serves.

We can offer you:

- A genuine opportunity to make a difference where it is needed.
- Well-resourced classrooms, necessary IT equipment and structured administrative support.
- A fantastic community of children, parents and carers who deserve the best.
- A new school building which provides amazing facilities for all pupils from Nursery to Year 6.
- To join a wonderful team and have every opportunity to further your professional development and career with an excellent benefit package including; Wellbeing Health Cash Plan, Retail Discounts, ICT Loans, Professional Introduction Incentive plus others.

If you are hardworking, reflective, resilient, and looking to further develop your talents and skills at The Kingfisher School then we would love to receive an application from you.

We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Closing date: Tuesday 5th March 2024 at 9:00 Interviews: Wednesday 13th March 2024

The Kingfisher School is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a dynamic and focused multi-academy trust based in Bristol. The Trust is responsible for eight academies, 3,500 pupils and 700 staff with a commitment to making a significant and lifelong difference to the lives of young people from some of Bristol's most disadvantaged communities.

The Trust is currently made up of five primary schools: Bannerman Road Community Academy, Barton Hill Academy, Fairlawn Primary School, The Dolphin School and The Kingfisher School; the all-age Merchants' Academy; Montpelier High School for girls aged 11-16, located alongside its sixth form, V6, for girls and boys; and Venturers' Academy, the first state-funded school in Bristol for students aged 4-18 diagnosed with Autism and with an EHCP. Our academies are happy, vibrant and exciting places to learn and work and are led by a team of talented, morally driven and committed Headteachers.

There are 4 essential questions that we ask within our Trust:

- Why do we exist? Our mission is to challenge education and social equality through the power of education.
- How do we deliver our mission? Our shared vision is to ensure all children of all backgrounds are all succeeding.
- How do we behave? This is through our shared values. Our shared values are to be kind, work hard and have courage.
- Finally, how do we measure success? We want happy children from all backgrounds acquiring the knowledge to achieve their aspirations and to make a contribution to their community.

The Trust is jointly sponsored by the Society of Merchant Venturers and the University of Bristol which gives us tremendous opportunity to enhance learning in its broadest context and offer opportunities unique to our Trust.

The Society of Merchant Venturers (SMV) is a philanthropic organisation that works with and supports people and communities from the wider Bristol area through education, care for older people, charitable giving and social enterprise. In education, SMV's simple but highly ambitious vision is to transform the life-chances of students from the richly diverse set of schools within Venturers Trust, both during their educational journey and beyond. SMV's expertise in education spans more than four centuries and today, the commitment is practical as well as financial, with many of its members taking active roles in the governance of Venturers Trust and the wide range of schools within the Trust. SMV firmly believes there is nothing more important to the health of communities than outstanding education and training in life skills for young people.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is actively involved in the governance of our schools. The university offers support in areas such as curriculum development, subject expertise, higher degree and research opportunities for staff at Venturers Trust. It also offers student mentoring and an innovative and inclusive programme for students as part of the university's commitment to widening participation and access to higher education. These activities include extensive support and opportunities for our Sixth Forms including scholarships, preferential offers of grades to gain a place, with the additional possibility of bursaries to support undergraduate degree studies.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their hands-on support, challenge and expertise are greatly valued.



Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental checkups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free of charge

EMPLOYEE ASSISTANCE PROGRAMME - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

TRAINING AND DEVELOPMENT - First class training and development opportunities are provided within the Trust

PROFESSIONAL DEVELOPMENT - 8 Professional Learning days per year

HIGHER DEGREE SUPPORT FUNDING -- Significant contribution to the funding of master's degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme

ICT LOANS - A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

RETAIL DISCOUNTS – An extensive range of free goods/services and discounts available to staff

INTEREST FREE SEASON TICKET LOAN – The option to purchase a season ticket with an interest free loan, deducted from salary in monthly installments over a 12 month period

PROFESSIONAL INTRODUCTION INCENTIVE - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction

Further details of our employee benefits can be found on the Academy website.





The
**Kingfisher
School**

Welcome to The Kingfisher School

I am delighted to welcome you to The Kingfisher School which is part of the Venturers Trust family of schools. Working together with other Trust schools we are committed to providing each child with an exceptional education in an empathetic, supportive environment.

The Kingfisher School provides education from Nursery through to Year 6. We have a brand-new school built which provides amazing facilities for all our pupils from Nursery to Year 6.

Working together we will ensure that the values on which the school is founded drive our development forward so that The Kingfisher School offers children the strongest foundation for learning.

Kirsteen Craig
Principal





The Kingfisher School

Living in Bristol

The Kingfisher School is located in Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from the city, country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services, creative and media industries. It is also close to some of the most beautiful countryside and coastal areas.

Bristol itself is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks, squares and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.



Job Description

Post: Class Teacher

Responsible to: Vice Principal

Key Outcomes:

Teachers make the education of their students 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 students.

PART ONE: TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

2 Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- analyse students' data and test/exam performance to inform planning and intervention.
- plan teaching to build on students' capabilities and prior knowledge
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students 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 students' 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
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

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 according to the Academy timetable and plan other out-of-class activities to consolidate and extend the knowledge and understanding students 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).

5 Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' 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 students' education at different stages of development
- have a clear understanding of the needs of all students, 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 students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking within the agreed time, and encourage students to respond to the feedback.
- follow the Academy assessments reporting policies.

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 Academy, in accordance with the Academy's behaviour for learning 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 students' needs in order to involve and motivate them
- maintain good relationships with students, 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 Academy including co-curricular
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- plan with and deploy support staff effectively to engage fully in learning and progress.
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and well-being.
- work with other professionals as needed e.g. speech and language, EP etc.

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 Academy, by:

- treating students 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 students' 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
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

- Teachers must have proper and professional regard for the ethos, policies and practices of the Academy 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.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

Other duties and responsibilities:

- Carry out other duties that the Principal of The Kingfisher School may reasonably request.

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Person Specification



CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Good Honours Graduate with QTS or as required by the DfE 		<ul style="list-style-type: none"> • Application
Experience	<ul style="list-style-type: none"> • A successful teaching record either as a trainee or experienced teacher • Experience of working with students of all abilities in the age group for which trained 		<ul style="list-style-type: none"> • Application • Interview
Skills	<ul style="list-style-type: none"> • Skills set as outlined in the Teachers' Standards 	<ul style="list-style-type: none"> • Outstanding subject and curriculum knowledge • Evidence of significant progress and outcomes for children 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Professional Development	<ul style="list-style-type: none"> • Commitment to continuing personal and professional learning development 	<ul style="list-style-type: none"> • Evidence of Professional Learning relevant to the role 	<ul style="list-style-type: none"> • Application • Interview
Leadership Skills and Values	<ul style="list-style-type: none"> • Ability to inspire, motivate and challenge students • Commitment to the pursuit of excellence in educational standards • Ability to communicate effectively with colleagues, students, parents and external agencies • Commitment to and promotion of co-curricular opportunities 	<ul style="list-style-type: none"> • Evidence of high level co-curricular activities • Potential for further leadership role 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Knowledge & Understanding	<ul style="list-style-type: none"> • Demonstrate good subject and curriculum knowledge including the national curriculum • Know how to secure outstanding progress and outcomes by students adapting teaching as needed 		<ul style="list-style-type: none"> • Application • Interview • Assessment
Student Involvement	<ul style="list-style-type: none"> • Commitment to student involvement • Personal commitment to listen to student voice • Focus on individual student's needs and development of independent learning • High expectations of students 	<ul style="list-style-type: none"> • Evidence of student involvement 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Personal Attributes	<ul style="list-style-type: none"> • Flexibility to cope with diverse needs of the post • Resilience to work under pressure • Positive, tenacious and optimistic • Ability to quickly establish positive relationships with students, staff and parents 	<ul style="list-style-type: none"> • Initiative and ability to create new processes and practices to raise standards 	<ul style="list-style-type: none"> • Application • Interview • Assessment

JOB DESCRIPTION

MATHS LEAD (TLR)

In addition to the responsibilities of class teacher as set out in the appropriate job description and the school teacher's pay and conditions document the Subject Leader will also undertake the following duties and responsibilities.

Responsible to: Principal

Responsible for: Leading teaching and learning in maths

Core curriculum leader purpose

- To lead staff to achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all pupils.
- To ensure consistency of approach in teaching and learning in maths across the school.
- To promote the vision, culture and ethos of the school within maths
- To ensure consistency in assessment and reporting procedures

Key responsibilities

- Keep abreast of curriculum developments, ensuring you disseminate, support and monitor best practice across the school.
- Monitor and evaluate the quality of teaching and learning in Maths across the school, using a variety of methods including tracking, target setting, data analysis, observing lessons, monitoring plans and books, learning walks and speaking to children about their learning.
- Establish staff and resource needs and make appropriate recommendations to the Principal for expenditure.
- Maintain existing resources, ensuring all staff are familiar with these, and explore opportunities to develop or incorporate new resources from a wide range of sources inside and outside the school.
- Ensure relevant stakeholders are well informed about subject policies, plans and priorities, the success in meeting objectives and targets and the progress against action plans.

Leading, developing and enhancing the teaching practice of others

- Provide an excellent role model for pupils and for staff, by classroom practice that sets a standard for other teachers to emulate.
- Coach and mentor staff through a programme of whole school, phase and individual professional development as needed, leading INSET that will inspire colleagues alongside providing information and advice that supports them in further developing their teaching skills and strategies to ensure children enjoy consistently high quality maths learning experiences.
- Lead staff in planning, teaching and evaluation of teaching in maths to raise standards – both formally and informally.
- Work with the staff to promote best and innovative practice to enrich the range of teaching and learning styles in maths in the school.
- To support colleagues to create a stimulating environment for learning in maths.
- To develop own practice through professional development programmes and own reading, keeping abreast of new initiatives.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

HOW TO APPLY



Closing Date for Applications: Tuesday 5th March 2024 at 9:00

Interviews: Wednesday 13th March 2024

Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification.

An Application Form is available in electronic format at venturerstrust.org and should be returned electronically along with the Equality Monitoring Form by following the instructions at the **Work With Us** section of the Trust's website.

SAFER RECRUITMENT IN EDUCATION



Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.