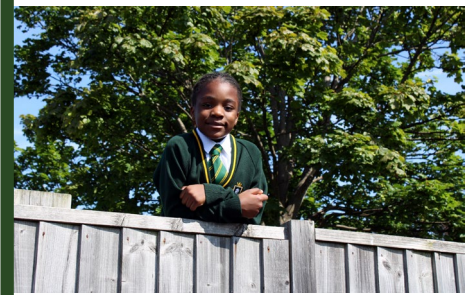




PRIMARY TEACHER RECRUITMENT PACK



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



Thank you for your interest in a position within the Great Schools Trust family of Schools. The Great Schools Trust is an education charity that has a proven track record of successful school start up and improvement whilst transforming the lives of children and young people through our unique values driven approach to education.

You will be joining a values driven, highly innovative, inspirational and ambitious organisation, so we are seeking an outstanding candidate who can realise the highest possible quality of services to support our educational vision, strong leadership and effective support to colleagues, to enable the trust to achieve the best possible outcomes for students. This is an exciting and very rewarding role, and we look forward to receiving your application.

Yours faithfully

Shane Ierston

CEO

OUR VISION

To develop a family of Great Schools that allow all students, irrespective of starting point or background, to access university or a career of their choice and succeed in life.



PRINCIPAL'S WELCOME

Welcome to King's Lander Primary Academy, a non-selective academy in the state sector that is providing a world class education for the young people of Litherland and Bootle.

Our vision is "To develop in each of our student the academic skills, intellectual habits, qualities of character and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world".

At King's Lander we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which translated from Latin literally means 'we believe'.

We believe in appointing only the very best teachers and staff who are committed to serving the whole school community. We believe in having the highest expectations of ourselves and our pupils. We believe that our school exists to provide every child with the best possible start in life and prepare them for the next stage of their education.

King's Lander is unique; we have developed a highly personalised approach to our provision and teaching, providing tremendous opportunities to truly nurture and develop the academic and creative talents in all our students.

As Principal, I am privileged to be part of such a fabulous team of staff who are 'mission driven' in their goal to ensure that the education provided here is second to none. I welcome you to the Academy and hope that you find the information in this pack informative.

Mrs Yvonne Dineley

Principal



Classroom Teacher

Location: King's Lander Primary Academy

Working at King's Lander Primary Academy

King's Lander Primary Academy is a vibrant, inclusive school within the Great Schools Trust family. We are proud of our caring ethos, high expectations, and strong sense of community. Our pupils are at the heart of everything we do, and we are committed to delivering an education that inspires, challenges, and supports every child to achieve their full potential.

Our Vision and Values

As a proud member of the Great Schools Trust, our mission is simple yet ambitious: "To create great schools that significantly improve the life chances of all children." We live by our core ASPIRE values and we are seeking a teacher who reflects these values in their practice and is ready to take the next step in their professional journey.

Key Benefits

- A trust which prioritises the well-being of its staff
- Flexible Working opportunities
- Highly competitive salaries
- Access to the Teacher Pension Scheme and Local Government schemes
- Generous holiday entitlement of 30 days for support staff
- BUPA Employee Assistance Programme which provides access to tools to help manage well-being along with services such as counselling and access to a child and dependant care helpline
- Good occupational sickness and maternity/paternity schemes
- A unique approach to Performance Leadership
- A commitment to personal and professional development with training and support for each staff member
- The opportunity to develop your career within and across the Trust academies
- Salary sacrifice scheme - Cycle to Work



Job Purpose

It is expected that the successful teacher will meet and uphold the National Teacher Standards, be fully committed to the Trust's mission and vision whilst demonstrating strong emotional intelligence and the following qualities:

- Be an excellent classroom practitioner
- Mutual respect for young people and a commitment to enabling them to fulfil their potential
- Ability to plan lessons in response to pupils' ability and to address misconceptions
- Ability to foster a safe climate for learning where everyone can contribute and succeed
- A commitment to regular professional development to hone classroom practice
- A willingness to accept feedback as part of the Trust's People-centered leadership offer

The Culture of Enrichment:

At King's Lander, we believe in educating the whole child. As such, we place strong emphasis on:

- Extracurricular activities that spark interest, develop talents, and build confidence
- Educational visits and trips that enrich learning and make it memorable
- Residential experiences that foster independence, teamwork, and resilience

We are seeking a teacher who shares our belief that these opportunities are essential—not optional—for all children.



Job Description

It is expected that the teacher will be hard-working, resilient and demonstrate the following competencies:

Core Competencies

- Degree-level qualifications and an appropriate route into teaching
- Passion for learning and the ability to convey this to young people
- Share and uphold the beliefs of Great Schools Trust through strong moral values.
- Be committed to your own professional development and the application of learning theories in the classroom.
- Have high expectations for yourself, colleagues and pupils
- Show respect to other colleagues; treating others as you would like to be treated
- Fully attend and complete ECT and/or induction programmes

Teaching & Learning

- Undertake an appropriate programme of teaching at the academy
- Use your non-contact time appropriately (e.g. pupil feedback/assessment, walkthroughs, supporting colleagues)
- Assist in the development of appropriate learning plans, resources, schemes of work and teaching strategies in your curriculum area
- Contribute to the key stage area you teach and support the department's development plan as required by your leadership link. More experienced colleagues may be asked to support the leadership of a subject within the whole-school curriculum.
- Attend appropriate meetings and training
- Teach pupils according to their educational needs, including the personalisation of resources or approach where appropriate in line with individual support plans (SEND)
- Review your pupils' progress based on various performance indicators such as assessment data, homework, feedback from other teachers and parents etc.
- Respond to the performance of the children, re-teaching or explaining aspects of work that has been misunderstood
- Ensure that your lessons are planned in accordance with the school's approach and long-term curriculum planning
- Participate in the academy's supportive procedures for learning checks
- Take personal responsibility for your own career development by participating fully in the Trust People-centered leadership programme and school CPD programme





Person Specification

Qualifications and Experience

- Qualified Teacher Status (QTS) or equivalent recognised teaching qualification (E)
- Experience of teaching in the relevant key stage or undertaking route into teaching (E)
- Evidence of ongoing professional development in education and teaching practice (E)
- Additional qualifications in specific subject areas or special educational needs (SEN) (D)

Knowledge and Understanding

- Awareness of safeguarding procedures and commitment to promoting the welfare of young people. (E)
- Strong understanding of the national curriculum and assessment frameworks. (E)
- Knowledge of effective teaching and learning strategies. (E)
- Understanding of child development and how to support pupils' academic, social, and emotional growth. (E)
- Knowledge of current educational research and how it can be applied in the classroom. (D)
- Familiarity with the use of technology to enhance teaching and learning. (E)
- Knowledge of how AI can be used to further enhance education (D)

Skills and Abilities

- Excellent classroom management skills, with the ability to create a positive and inclusive learning environment. (E)
- Strong communication skills, both written and verbal, with the ability to engage effectively with pupils, parents, and colleagues. (E)
- Ability to plan, deliver, and evaluate high-quality lessons that meet the needs of all pupils. (E)
- Effective use of assessment to monitor progress, provide feedback, and inform future teaching. (E)
- Ability to work collaboratively as part of a team and contribute to the wider school community. (E)
- Ability to lead co-curricular activities or contribute to school initiatives. (E)
- Awareness of how to use data to drive improvements in pupil outcomes. (D)

Personal Qualities

- Passionate about education and committed to making a positive difference in pupils' lives. (E)
- Reflective and open to feedback, with a willingness to continuously improve and develop professionally. (E)
- Resilient, adaptable, and able to manage workload effectively in a dynamic school environment. (E)
- Strong sense of integrity, professionalism, and commitment to upholding the trust's values and ethos. (E)
- Creative and innovative in approach to teaching and problem-solving. (D)
- Ability to build positive relationships with pupils, fostering a love of learning. (D)



Additional Requirements

- Satisfactory completion of all pre-employment checks, including enhanced DBS clearance. (E)
- Compliance with the Trust Staff Communication and social media policy (E)
- Compliance with the School Code of Conduct (E)
- Commitment to equality, diversity, and inclusion in education (E)
- Willingness to participate in and contribute to wider school events, meetings, and professional development opportunities. (E)

(E) - Essential, (D) - Desirable



Terms

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. This job description is current but may be reviewed at any time and following consultation with you may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and scale.

This appointment is with the Local Academy Council of the School, with the Trust as employers. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Contract'. This Job Description is not intended to be either prescriptive or exhaustive: it is issued as a framework to outline the main areas of responsibility. The trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for applicants who may have a disability or continued employment for any employee who develops a disabling condition.

References and Pre-Employment Checks

We will seek references for candidates once the position has been offered and we may approach previous employers for information to verify particular experience or qualifications before interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Our Commitment to Safeguarding

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Any offer made to a successful candidate will be conditional upon relevant pre-employment checks, including:

- Two **satisfactory references**, one of which must be from your most **recent employer**;
- Proof of **identity, address and right to work** in the UK;
- Verification of relevant **qualifications**.
- Candidates who have worked or been resident **overseas** for three months or more within the last five years will be subject to **criminal record checks** from the relevant **jurisdiction(s)**;
- Verification of **medical fitness** for the role;

- Confirmation that the applicant is not named on the **Children's Barred List**, administered by the DBS;
- A satisfactory **enhanced disclosure** from the DBS.
- Satisfactory completion of the **probationary period**;
- Candidates in **managerial roles** will be subject to a **Prohibition from Management check** (Section 128 check).
- **Prohibition** check (where applicable)

