



**Class Teacher – January 2023 Start
Candidate Information Pack 2022/23**



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The Compass Partnership of Schools is an ethical and ambitious learning community that seeks to inspire every child to value their education, know themselves, understand others and work to create a fair, just and sustainable society

Welcome to Compass

Dear Applicant

Thank you for your interest in a position within The Compass Partnership of Schools. I hope that the information in this information pack will assist you with your application and, more importantly, help you to develop an understanding of what it means to work within the Trust.

Our staff team is one of our greatest assets. We seek to recruit the very best staff so that we can deliver the highest quality, most effective education to each and every child.

We can offer a supportive environment with engaged children. We collaborate at all levels, which results in great development and career progression opportunities. We are committed to personalised professional learning opportunities which support our staff in doing their role and also in progressing their careers and we offer a comprehensive programme of CPD for all staff.

Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, but they all share a deeply held commitment to give our children an outstanding education in an inspiring and happy school environment.

We are dedicated to organisational wellbeing and offer a range of benefits and support for staff with our wellbeing offer. We pride ourselves in promoting innovation by championing new ideas and ways of working and a supportive environment for staff to develop and flourish.

We look forward to receiving your application and meeting you as part of the recruitment process.

Yours,



John Camp

Chief Executive Officer



Trust Information

The Compass Partnership of Schools is a Multi-Academy Trust formed in 2017. The Trust has schools in the Royal Borough of Greenwich in London and in Essex; 10 primary schools and one all-through special school. You can read more about our schools on our website: www.compassps.uk.

We are committed to delivering the best educational outcomes for all children through high quality teaching and a knowledge-rich curriculum, and we pride ourselves on our inclusivity and commitment to each and every child, whatever their background, ability or need.

We are an innovative group of schools collaborating to transform lives, with social justice at the heart of everything we do. Our shared vision and values guide each child to become curious, enthusiastic, resilient and confident. We value and promote the ethos of each school, ensuring it is firmly at the heart of its community. As a civic trust we understand the important role we play in our local context and seek to build rich connections with local organisations and community groups. Through collaboration, we seek to build on the strengths that exist within our schools so that our collective intellectual capital benefits our broader Compass community.



Compass has supported my career progression from class teacher through to head of school. I have been coached, nurtured and developed at each stage of my career to enable me to thrive in and enjoy each of my roles."

Compass Head of School

Employee Benefits

In addition to a rewarding career, we offer an excellent and comprehensive range of benefits for staff to enjoy. These include:



Continuous Professional Development and Learning Opportunities

We are committed to ensuring our staff are equipped with the skills and knowledge, not just for their job now, but with a view to future development and progression. All staff have at least 3 Professional Development Conversations with their manager per year. There are a range of informal and formal professional development opportunities for teaching and support staff.



Collaborative & Supportive Culture

We celebrate that we are all part of a big team with a common aim to provide excellent learning for the children at our schools. We have a highly collaborative culture and want to see all staff succeed and be happy.



Employee Assistance Programme & Occupational Health Service

Our employee assistance programme offers 24/7 access to a free confidential employee assistance helpline, providing guidance and advice on personal and work-related matters, staffed by trained counsellors. Our Occupational health service is a confidential service for all our staff, offering advice on personal health, safety and welfare at work.



National Terms and Conditions and Access to Pension Schemes

Pay awards are applied in line with national agreements and we offer incremental pay progression. We offer access to the Teachers' Pension Scheme and the Local Government Pension Scheme.

Employee Benefits



Workload & Wellbeing

Our Organisational Wellbeing Strategy and actions focus on workplace changes to support the wellbeing of our staff. All of our schools are represented at our Workload and Wellbeing Group which meets 6 times/year. The Group develops Trust-wide wellbeing initiatives and seeks feedback from staff about challenges and how to address them.



Family-Friendly Policies

The Trust offers flexible working to encourage staff to have a better work life balance including part-time hours, term-time-only working and job shares and we offer generous policies and enhanced entitlements in respect of Maternity, Paternity and Adoption.



Money Saving Deals & Vouchers

Bespoke deals negotiated by the Trust and deals and vouchers available for those who work in the education sector in any type of role through <http://www.discountsforteachers.co.uk/education>



Trade Union Recognition

We work closely with Trade Unions that represent our Teaching and Support Staff. We meet termly with employee representatives to proactively and positively manage employee relations.

School Information

Dear Candidate,

Welcome to Wingfield Primary School!

Wingfield Primary School is a values-based learning community at the heart of Kidbrooke Village. Our vision is to create a school community focused on the learner, both child and adult, which is built on the understanding that everyone is different. We celebrate this in our innovative curriculum, our broad extended provision and in how we support and challenge every child on every step of their learning journey. We understand that happy children learn better which is why during our recent Ofsted inspection (January 2020), the lead inspector commented:

“Pupils told me that they enjoy coming to school because teachers help them to do their best. Pupils feel proud to attend this wonderful school. As one pupil put it, “Wingfield just keeps getting better.””

We hope that you will find our candidate information pack helpful and look forward to receiving your application.

Ross

Ross Silcock
Headteacher



Job Description

| | |
|--------------------------------|---------------------------------|
| Job title: | Class Teacher |
| Responsible to: | Head Teacher |
| Scale: | MPS |
| Contract: | Permanent |
| Usual or main location: | Wingfield Primary School |
| Responsibilities: | |

Take responsibility for a class of children determined on an annual basis by the Executive Headteacher and Headteacher and in accordance with the duties listed below:

- Carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document.
- Undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.
- Teach a class of pupils and ensure that planning, preparation, recording, assessment, and reporting meet their varying learning and social needs.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom.
- Contribute to constructive team building amongst teaching and non-teaching staff, parents, and governors.

As a Class Teacher you will:

- Implement agreed school policies and guidelines.
- Plan appropriately to meet the needs of all pupils.
- Be able to set clear targets, based on prior attainment, for pupils' learning.
- Provide a stimulating classroom environment that promotes and supports enquiry-based learning
- Keep appropriate and efficient records, integrating formative and summative assessment into planning.
- Work with the wider leadership team to track the progress of children and ensure all children make good progress.
- Report to parents on the development, progress, and attainment of pupils.
- Promote the school's behaviour for learning Policy.
- Participate in meetings which relate to the school's management, curriculum, administration, or organisation.
- Establish creative, responsive, and effective approaches to learning and teaching
- Regularly reflect on your own practice, set personal targets, and take responsibility for own development, seeking advice and support from other leaders
- Promote and maintain a culture of high expectations for self and others
- Keep up to date with current pedagogical thinking and engage in research led practice
- Develop effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve
- Create a culture and ethos of challenge and support where all pupils can achieve success
- Ensure every child has access to high quality teaching and learning across the curriculum

Person Specification

| Qualifications, Knowledge and Experience | Essential | Desirable |
|--|-----------|-----------|
| Educated to degree level | ✓ | |
| Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS | ✓ | |
| A sound knowledge of the National Curriculum | ✓ | |
| A sound knowledge and understanding of the Foundation Stage Curriculum | | ✓ |
| An understanding of curriculum and pedagogical issues relating to teaching and learning | ✓ | |
| Experience of improving teaching and learning beyond own practice | ✓ | |
| Familiarity with KS1 and KS2 Standardised Attainment Tests | | ✓ |
| Understanding of and commitment to the school policies | ✓ | |
| Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEN | ✓ | |
| Professional Skills and Abilities | | |
| Digitally literate | ✓ | |
| Ability to effectively plan an appropriate sequence of learning | ✓ | |
| Ability to keep accurate records of pupil progress in line with school policy | ✓ | |
| Ability to use assessments of pupils learning to inform future planning | ✓ | |
| Ability to plan and work collaboratively with colleagues | ✓ | |
| Understand the importance of building effective relationships | ✓ | |

| Personal Qualities | | |
|---|---|--|
| A teacher with a flexible approach to work, who enjoys close collaboration with colleagues | ✓ | |
| Excellent communication skills | ✓ | |
| Ability to manage own workload 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 workplace in line with policy | ✓ | |
| To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post | ✓ | |
| Safeguarding Children | | |
| Committed to ensuring all pupils in our school are kept safe | ✓ | |
| Enhanced DBS check | ✓ | |
| Equal Opportunities | | |
| Committed to ensuring that all members of our school community can achieve excellence | ✓ | |

Equal Opportunities and Safeguarding Statement

The Compass Partnership of Schools is an equal opportunity employer. We welcome applications from all suitable candidates, regardless of race, gender, sexual orientation, disability, age or other protected characteristics.

The Compass Partnership of Schools is committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and fulfilling our statutory obligations as detailed in the DfE statutory Guidance, 'Keeping Children Safe in Education'.

We are committed to recruiting candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are suitable and that all candidates are subject to appropriate pre-employment checks. You can read our Safeguarding Policy [here](#) and our Job Applicant Privacy Notice [here](#).

Your Application

Where the role you are applying for involves engaging in regulated activity relevant to children, you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children

Interview

If you are invited for interview for a position working with, or with access to sensitive information relating to children and young people, we shall assess your suitability by considering the following:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

Pre-Employment Checks

The following pre-employment checks will be undertaken prior to appointment:

- Identity check
- References
- Occupational Health pre-employment screening
- DBS check (as appropriate)
- 'Barred List' Check (as appropriate)
- Evidence of qualifications applicable to the role
- Prohibition from Teaching Check (Teachers)

- Confirmation of registration with applicable registered body
- S128 Direction checks for managerial positions
- Additional checks for overseas candidates
- An online search (this will be carried out before your interview)

Before any unconditional offer, successful candidates will also be asked to complete a self-declaration form to declare any unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Recruitment of Ex-Offenders

All posts with the Trust are exempt from the requirements of the Rehabilitation of Offenders Act (ROA) 1974 meaning that all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared on application.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

False Information

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

Further information

If you have any concerns or questions about answering questions about your criminal history please contact Helen Cunningham, HR Director on hcunningham@compassps.uk.

You can also seek further information from organisations such as the Citizens Advice Bureau, NACRO (<https://www.nacro.org.uk/resettlement-advice-service/>) or Unlock.



Further Information & How to Apply


For a confidential discussion about this post, please contact our Office Lead, Jane Gildea, in the first instance – jgildea@wingfield.compassps.uk

To apply, please complete the application form (in the education sector, CV's are not normally accepted) and send it, with a letter of application or personal statement, by e-mail to: wfapplications@wingfield.compassps.uk

You can view our guidance on the application process [here](#)

Application Closing Date: Friday 7th October 2022

Interview Date: Monday 17th October 2022



“My daughter's school has a warm, compassionate and inclusive environment where each child's milestones are celebrated and their individuality respected. Over the last three years my daughter has blossomed into a happy, confident girl who enjoys and participates in all areas of school life”
A Compass parent