

Thank you for your interest in the Harris Federation.

APPLICANT PACK

CLASSROOM TEACHER

Harris Primary Academy Mayflower

START DATE: SEPTEMBER 2018

MPS (London Fringe) + TLR available for the right candidate
+ £1,500 Harris Allowance + Health Cash Plan + Harris Benefits



ROLE OVERVIEW

Harris Primary Academy Mayflower is a thriving, diverse and friendly three form entry academy that launched in September 2014 and is funded through the free school programme. We serve the communities of Chafford Hundred and West Thurrock. We moved into our brand new building, capable of accommodating five forms of entry, in 2016, and were rated 'Outstanding' by Ofsted in 2017.

We are looking for qualified primary teachers to join our strong and supportive team, with excellent opportunities for progression and promotion as our academy continues to grow.

What we are looking for:

- QTS (or equivalent) and an undergraduate degree
- Someone who can model and disseminate high quality teaching pedagogy and practice to secure consistently good or outstanding teaching and learning for our children
- A person with the potential and ambition to undertake phase or core subject leadership
- A commitment to ongoing professional development
- Someone who will contribute to the wider life at the academy
- A teacher who will maintain a dynamic and inspiring learning environment
- Innovation, high levels of motivation and eagerness to take a lead
- Good interpersonal skills and the ability to work well as part of our staff team

Why teach at Harris Primary Academy Mayflower?

- An Ofsted 'Outstanding' academy
- A new building, with state-of-the-art facilities, in which to teach and learn
- A strong and supportive team of colleagues, all working towards the shared belief that children thrive when they feel consistently happy and safe at school
- A commitment to excellence encapsulated in our vision statement: "Excellence, Every Child, Every Day"
- Generous Harris benefits and rewards package

[Click here](#) to watch the Harris Primary Academy Mayflower video.

There is a great deal of collaborative working and sharing of good ideas and what works within primary at Harris. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.



INTRODUCTION TO HARRIS

Our vision is that rather than have our academies working in isolation they will benefit from working as part of a wider Harris Federation. The Harris Federation is a supportive and highly successful group of 44 academies (currently 22 primary academies including three all through), growing to 50 academies over time. All of the Harris academies collaborate very closely in sharing school improvement strategies and in supporting one another.

It is clear that a group of academies working together will provide a powerful tool for school improvement and for raising standards. The Federation operates with a central Board of Directors providing strategic direction, which is able to speak for the Federation at a national level as well as with local academy Governing Bodies.

The Harris Federation operates a number of focused school improvement groups covering senior leaders, phase leaders, subject leaders, a newly qualified teacher network, a thriving School Direct provision with over 160 trainee teachers and a number of other groups.

A total of approximately 32,000 students are currently educated in Harris Schools. Lord Harris is also a major sponsor of the Harris Manchester College and Oriel Colleges in Oxford and Lucy Cavendish College Cambridge and we are working to link closely with these Colleges. The Federation is led by a Chief Executive Officer, Sir Dan Moynihan, previously an experienced and highly successful headteacher, with the overall aim of being able to derive the maximum possible educational, financial and personnel benefits from working in a group of co-operating schools, rather than working in isolation.

The schools are run by their Principals, working as part of a supportive community. The aim is to reduce bureaucracy, share best practice, co-operate in course planning, professional development etc., and provide higher quality ICT, financial and premises support than would be available to any single school working alone.

The successful post holder will have ample opportunity to progress in this role within the academy and with Harris as our group grows.



JOB DESCRIPTION

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Job Purpose

Teach

Having regard to the curriculum for the school, and with a view to promoting the development of the abilities and aptitudes of the pupils in any class or group assigned to you:

- plan and prepare courses and lessons;
- teach, according to their educational needs, the pupils assigned to you;
- set and mark work to be carried out by the pupil in the Academy and elsewhere;
- assess, record and report on the development, progress and attainment of pupils

Other activities

- promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you;
- provide guidance and advice to pupils on educational and social matters and, where appropriate, about sources of more expert advice on specific questions; make relevant records and reports;
- make records of and reports on the personal and social needs of pupils;
- communicate and consult with the parents of pupils;
- communicate and co-operate with persons or bodies outside the school; and
- participate in meetings arranged for any of the purposes described above

Assessments and reports

- provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils

Appraisal or review of performance

- participate in arrangements made in accordance with the current Regulations for the appraisal or review of your performance and that of other teachers

Review, induction, further train and development

- review from time to time your methods of teaching and programmes of work;
- participate in arrangements for your further training and professional development as a teacher including undertaking training and professional development which aims to meet needs identified in planning and review statements

Educational methods

- advise and co-operate with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements

Discipline, health and safety

- maintain good order and discipline among the pupils and safeguard their health and safety both when they are authorised to be on the academy premises and when they are engaged in authorised academy activities elsewhere

Staff meetings

- participate in meetings at the academy which relate to the curriculum or the administration or organisation of the academy, including pastoral arrangements;

External Testing

- where appropriate participate in arrangements for preparing pupils for external testing, assess pupils for the purposes of such tests and record and report such assessments

Administration

- participate in administrative and organisational tasks related to such duties as are described above; and attend assemblies, register the attendance of pupils and supervise pupils, whether these duties are to be performed before, during or after academy sessions
- you are not required routinely to undertake tasks of a clerical or administrative nature which do not call for the exercise of a teacher's professional skills and judgment



PERSON SPECIFICATION

Attributes	Description
Qualifications	Qualified Teacher Status
Experience and Knowledge	<p>A proven track record of recent and successful class teaching in mixed ability classes of primary age</p> <p>Successful experience of teaching the primary curriculum</p> <p>Good understanding of current theory and best practice in teaching and learning, particularly as it relates to achieving high rates of progress of children of primary age</p> <p>Good subject knowledge of core National Curriculum</p> <p>Good understanding of child development and progression and how this impacts on planning</p> <p>Understanding of effective strategies for managing behaviour within the classroom and in accordance with the school's policy</p> <p>An understanding of equal opportunity issues and how they can be addressed in schools</p> <p>Excellent written and oral communication skills</p>
Skills and Abilities	<p>To demonstrate the skills of a good teacher, including the ability to:</p> <ul style="list-style-type: none"> • Interest, encourage and engage pupils; • Provide appropriate levels of challenge, so that all pupils make good progress; • Use methods and resources that enable all pupils to learn effectively; • Use assessment information effectively to plan next steps in children's learning; • Make effective use of time; • Secure high standards of behaviours for learning; • Make effective use of teaching assistants and other support staff; • Enable pupils to acquire new knowledge and skills; • Enable pupils to develop the skills to work independently and collaboratively; • Enable pupils to develop self esteem and respect for others; • Create a well organised, stimulating learning environment. <p>Ability to make a significant contribution to a school ethos that promotes high achievements</p> <p>A commitment to raising achievement</p> <p>The ability to work as part of a team in planning and implementing the curriculum</p> <p>The ability to work within the framework of national and whole school policies to ensure consistency of practice</p> <p>The ability to relate to and communicate effectively with parents and carers and to encourage their participation as partners in their child's learning</p> <p>A commitment to further your own professional development and to the principle of continuous improvement</p>
Other Job-Specific Requirements	<p>Ability to be well organised, working under pressure whilst maintaining a positive approach to your work and relationships with others</p> <p>A high degree of organisational skills, decision making and use of initiative</p> <p>Ability to oversee the pastoral welfare of children across the academy and to promote good behaviour, dispositions and attitudes towards learning</p> <p>Commitment to the Federation Equal Opportunities Policy and acceptance of responsibility for its practical implications</p> <p>Application of Health and Safety practice</p> <p>The willingness to commit fully to the whole staff team and the academy's aims and expectations</p>

We will consider any reasonable adjustments under the terms of the Equality Act, to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)

HOW TO APPLY

[PLEASE CLICK HERE TO START YOUR APPLICATION.](#)

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on 0203 772 4588 or info@harrisprimarymayflower.org.uk.

Thank you for your interest in our school. We look forward to receiving your application.

*If you think a career with us is right for you, discover more at:
[**www.harriscareers.org.uk**](http://www.harriscareers.org.uk)*

Stay in touch

