



**Hart Plain  
Junior School  
Teacher  
Recruitment Pack  
September 2024**

## ASPIRATION

We strive to succeed  
and to be the very  
best we can in order to  
achieve our goals.

## HAPPINESS

We know what makes  
us happier and how to  
make our community a  
better place for all.

## RESPECT

We treat others as we  
would like them to treat  
us and celebrate our  
differences.

## COURAGE

We have the bravery to  
tackle the challenges of life  
and face them head on.

## INTEGRITY

We do the right thing  
and make responsible  
choices even when it is  
difficult.

## *our vision*

**AT HART PLAIN JUNIOR  
SCHOOL WE FOSTER  
A LIFETIME LOVE OF  
LEARNING, WHERE  
CHILDREN ACQUIRE THE  
KNOWLEDGE, SKILLS,  
RESILIENCE AND HEART TO  
PURSUE AND ACHIEVE THEIR  
INDIVIDUAL DREAMS.**

# Welcome

"Pupils are confident, happy learners who express their opinions readily. They have an appetite for knowledge and always ask questions about the topics they are studying." Ofsted 2020

"Pupils feel safe because they know the adults care for them. They believe that there is always a member of staff who understands them and that they can approach if they have concerns." Ofsted 2020

On behalf of the children, staff and governors I would like to thank for you considering joining our fantastic, dedicated team.

We are a two form entry junior school aiming to provide all of our children with an education that will equip them to achieve their individual dreams. We were last inspected in February 2020 where we achieved a "good" outcome.

If you are about to embark on your teaching career, then please be assured we work closely with South Farham Trust to ensure you are supported in the best way. If you are an experienced teacher, then professional development is something that is valued highly by all at HPJS. We are currently beginning our journey in adopting the Empowerment Approach across the school working alongside Kit Messenger the author of "Curious not Furious".

Visits to the school are welcomed and will involve a tour with one of the Senior Leadership team. Further details are at the end of this pack. Another place to visit for further information is our website:

[www.hartplain-jun.hants.sch.uk](http://www.hartplain-jun.hants.sch.uk)

We look forward to meeting you.

Best wishes,

Charlotte Faithfull – Headteacher





# Class Teacher – Job Description

## Purpose of the job

Class teachers are responsible for the learning, progress and welfare of all of the pupils in their care

## General responsibilities

General responsibilities of a class teacher are set out in the current Teachers Pay and Conditions document and the Teachers' Standards 2012

## Responsible to

Headteacher

## Teaching and Learning

Teach all pupils according to their individual needs ensuring everyone makes at least good progress

Maintain a safe, well organised and stimulating learning environment

Manage and direct the work of any additional support staff allocated to your class or group

Work closely with your year team partner to ensure consistency and planning that meets the needs of all learners

Communicate effectively and form positive relationships with a range of stakeholders – staff, pupils, parents, governors and the wider community

Develop creative approaches to teaching curriculum content

Be involved in and/or responsible for developing the curriculum in a designated subject or area – depending on stage of career

## Leadership and Management

Manage and lead subject area(s)

## Monitoring, Assessment and Reporting

Monitor and evaluate pupils' learning regularly to ensure you have a clear understanding of pupils current learning and what is needed next in order for them to progress

Give pupils regular feedback that moves their learning on (following the school's marking and feedback policy)

Regularly assess pupils' work and record assessments on the school's data tracking system

Use analysis of assessment data to inform: teaching, the deployment of support staff and the use of intervention programs to meet the needs of all pupils

Report pupils' targets and progress to parents verbally and in writing

## Behaviour, Safety and Welfare

Promote each of our core values

Manage behaviour effectively to ensure a positive and safe learning environment (in accordance with school's behaviour policy)

Be aware of, and support, the social and pastoral needs of pupils

Record and report any child protection concerns to the designated safeguarding lead

Follow the school's Health and Safety policy and procedures

## Wider Professional Responsibilities

Model each of our core values

Engage fully in training and other learning and development activities

Maintain a current knowledge of the National Curriculum

Make a contribution to the wider curriculum / extended learning opportunities

"The school's values are understood and respected. Pupils confidently explain how they use these in their everyday life. The values help pupils to be 'courageous' and to act with 'integrity'." Ofsted 2020

"Pupils are keen to take on leadership roles. They explain proudly how positions of responsibility, such as being an 'Online Warrior' or 'Community Leader', really help and support both pupils and adults." Ofsted 2020

"Leaders have thought carefully about the school's curriculum. Teachers work together to consider the interests of pupils as well as what they need to achieve." Ofsted 2020

# Person Specification

The successful candidate will be the one whom we consider best fits the following profile.

E = Essential criteria      D = Desirable criteria

How candidates will be assessed: A = Application form

I=Interview

R=Reference

## Qualifications and professional development

- Qualified teacher status (E) A
- Evidence of continuing and relevant professional development or further qualifications (D) A

## Experience

- Successful primary teaching experience in any years ranging from 2-6 (E) A
- Experience of teaching in more than one year group (D) A
- Experience of leading a subject area (D) A

## Teaching and Learning

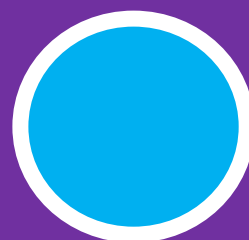
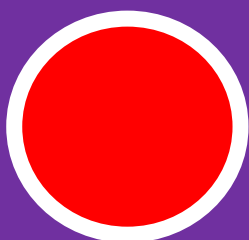
- Good knowledge and understanding of the new primary curriculum (E) A I R
- An understanding of formative and summative assessment strategies that inform and drive the next stages of learning (E) A I R
- Experience of a range of successful teaching and learning strategies to meet the needs of all of the pupils (E) A I R
- Understanding of the characteristics of an effective learning environment A I R
- An understanding of the key elements of successful behavior management and the importance of strong relationships within a school (E) A I R

## Leadership and Management

- Experience of leading a subject (D) AIR

## Personal Qualities and Skills

- Able to communicate effectively with a range of stakeholders – staff, pupils, parents, governors and the wider community (E) A I R
- Understanding of and commitment to safeguarding the pupils' welfare (E) A I R
- A desire to improve practice and engage in continued professional development (E) A I R
- We are a reading school and as such every individual must see themselves as a reader. This is important in continuing to develop our text rich curriculum (E) A I
- The ability to be reflective and self-evaluative (E) A I R
- The ability to prioritise and meet deadlines (E) A I
- The passion and drive to want to support our vision for all of our pupils (E) A I
- A positive "can do" attitude (E) A I R



# Application Procedure

Candidates should complete the application form and return it no later than midday on Monday 15<sup>th</sup> April 2024.

[k.wedderburn@hartplain-jun.hants.sch.uk](mailto:k.wedderburn@hartplain-jun.hants.sch.uk)



## Selection Procedure

Shortlisting will take place on Monday 15<sup>th</sup> April 2024. Further details will be sent to those candidates called for interview.

Interviews will take place on Monday 22<sup>nd</sup> April 2024.

## School Visits

Tours can be arranged by contacting the school office. A member of the senior leadership team will undertake the tours.

The following date and times are available but please contact the school office if you are unable to make any of these to arrange an alternative:

5<sup>th</sup> March 2024: 3.30pm, 4.00pm  
6<sup>th</sup> March 2024: 9.00am, 9.30am  
12<sup>th</sup> March 2024: 3.30pm, 4.00pm  
13<sup>th</sup> March 2024: 9.00am, 9.30am  
21<sup>st</sup> March 2024: 3.30pm, 4.00pm, 4.30pm

Please contact Katie Wedderburn via email or telephone to book a visit from Monday 4<sup>th</sup> March 2024.

Email: [k.wedderburn@hartplain-jun.hants.sch.uk](mailto:k.wedderburn@hartplain-jun.hants.sch.uk)

Tel: 02392 263200

