



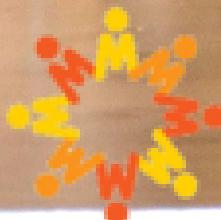
hackney  
learning trust

PRIMARY  
ADVANTAGE  
SCHOOLS ACHIEVING  
MORE TOGETHER



**Morningside Primary School**

**Teacher Application Pack**



**Morningside Primary School  
and Children's Centre**



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**Morningside Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.**

**We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.**



## Welcome

Dear applicant,

Thank you very much for your interest in becoming a teacher at Morningside Primary School. I hope you will find this information a useful introduction to our school.

Morningside is an outstanding two-form entry primary school in the London borough of Hackney, located very close to Hackney Central in the heart of a diverse, vibrant and exciting community. Our children come from truly diverse backgrounds, many different languages are spoken. Our school has been through a period of considerable change over the last few years and our aim is to build on the hard work that enabled the school to make rapid improvements and to secure excellent learning opportunities for all of our families.

We are looking to appoint a highly motivated and talented teacher to work alongside our dedicated staff to support individuals and small groups both in and outside the classroom. The role requires Teaching Assistants who are passionate about children's learning and who has a rich knowledge and understanding of how learners learn.

Our new Teacher will join a very committed and hard-working staff body who all want to ensure that every child fulfills its potential, both now and in the future. If you share this vision and are committed to helping children overcome barriers to learning in every lesson, every day, we would like to hear from you.

Please find further guidance on Morningside School, the type of Teacher we are seeking to appoint and details on how to apply for the post within this pack.

We welcome and encourage school visits. Please contact the school office on 020 8985 5382 to arrange a suitable date and time.

Yours sincerely,

Janet Taylor  
Headteacher



## About Us

Morningside is a two-form entry primary school with a Children's Centre. The community is culturally and ethnically diverse and we pride ourselves on being an inclusive school.

Our age range is from 3 to 11 years old and we have 437 children on roll.

There are two classes in each year group with 30 pupils in each class.

We have two Nursery classes with sessions in the morning afternoon, some children are full time.

Over 40% of pupils are eligible for free school meals.

65% of pupils speak English as an additional language.

We have a children's centre that supports members of our community.



### Our vision is for the school to be:

- A place where children can achieve their full potential in academic, creative, personal, physical, moral and spiritual development;
- A caring place where children and adults feel they make a contribution and are valued as individuals; A place where everyone is aware of their rights and responsibilities and where children learn respect for themselves and others.
- A partnership between children, parents, staff and the community as a whole.



## Working in Partnership

### Primary Advantage Federation

Morningside Primary School is a part of the Primary Advantage Federation.

We are a group of schools working together because we believe our schools can gain many benefits from working collaboratively and can achieve more by working together. We have made a commitment to a shared responsibility to the wider education community, the provision of good quality education and the improvement of life chances for pupils in the community beyond that of our own schools. Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils.

### **WHAT IS OUR APPROACH?**

- We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually
- We believe passionately in improving the life chances for our pupils
- We do not tolerate low expectations
- We match tried and tested strategies that we know work to the needs of the schools and use our experience of supporting schools in successfully implementing them
- We promote a **collaborative approach** whilst developing the capacity of each school to **serve its own community and retain its distinct identity**
- We recognise the importance of individuality, spontaneity and creativity in developing innovation

### **WHAT OUTCOMES DO WE WANT?**

- Every teacher is a good teacher; every school is a good school
- Teachers who use the most effective teaching methods to motivate learners and raise aspirations. As a result all pupils will make good or better progress
- Quality learning environments where pupils feel safe and secure, known and valued and motivated to learn. Robust teaching and application of ICT skills ensure our pupils are properly equipped for the next stage of learning
- Curriculum provision which inspires and motivates pupils and broadens their horizons. Our curriculum supports community cohesion through an international curriculum strand
- We work with precision and move incrementally towards achieving outstanding grades in the majority of aspects of each school's work
- Through pupil partnership work we continue to break down locally perceived boundaries and help pupils to work harmoniously with pupils from other areas of Hackney
- We seek to maximise the efficiency and effectiveness of each school by capitalising on centralised services and sharing systems

Find out more about Primary Advantage Federation  
by visiting  
[www.primaryadvantage.co.uk](http://www.primaryadvantage.co.uk)



## Classroom Teacher - Job Description

### Role Summary:

This job description sets out the duties to be undertaken and performed to the satisfaction of the Executive Principal/Head of School and governing body by the class teacher. The duties set out below relate to the overall class teaching requirements and related expectations of a class teacher.

It is the contractual duty of the class teacher to ensure that his/her professional duties are discharged effectively.

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons in order to deliver the National Curriculum ensuring breadth and balance in all subjects taught.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To maintain good order and discipline among the pupils, safeguarding their health and safety.

**Job Title:** Classroom Teacher

**Salary:** Main Scale 2-6

**Start Date:** TBC

- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To ensure effective use of support staff within taught groups.
- To participate in staff meetings.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice.
- To liaise with outside agencies when appropriate
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To play an active role in professional development
- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To support the leaders in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.

To promote equality as an integral part of the role and to treat everyone with fairness and dignity.

### Additional

- To work with the inclusion team to initially analyse gaps within the year groups.
- To plan small group interventions to these pupils designed to close gaps in their knowledge



## Person Specification - Classroom Teacher

Key Skills and Competencies	Other Skills Required for Role	Accountability/Freedom to act
<b>Qualifications</b> <ul style="list-style-type: none"><li>• Degree level qualification.</li><li>• Qualified teacher status</li></ul> <b>Communication</b> <ul style="list-style-type: none"><li>• Applies effective verbal communication skills</li><li>• Presents information and ideas clearly, by using language appropriate to the audience</li><li>• Positively influences the opinions of others through factual discussion</li><li>• Adapts personal style to suit individual situation and needs</li><li>• Creates an environment of trust by delivering on promises</li><li>• Utilises report-writing skills to accurately reflect a situation through positive language</li><li>• Confident in leading staff meetings as appropriate</li></ul>	<ul style="list-style-type: none"><li>• The ability to teach a wide range of subjects across the primary age range</li><li>• To be able to use effectively a variety of teaching and organisational styles and resources including ICT</li><li>• A willingness to work throughout the primary school</li><li>• To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development.</li><li>• The ability to contribute to specific curriculum areas</li><li>• The ability to contribute to an extracurricular area</li></ul>	<ul style="list-style-type: none"><li>• Makes routine decisions based upon guidelines and procedures laid down in the established framework</li><li>• Contributes towards the effective delivery of performance targets, objectives and standards</li><li>• Leads by example in standards of behaviour in the work environment</li></ul>
		<b>Leadership/Management skills.</b> <ul style="list-style-type: none"><li>• Ability to lead school based projects or developments</li></ul>

## Skills and Abilities

### Essential:

- Exercises flexibility so as to take on changes in work priorities and practices.
- Able to balance tasks and resources in the organisation of a wide range of activities.
- Able to provide contingency plans to address the unexpected.
- Demonstrates clear and logical thinking in working through problems.
- Able to anticipate workload and plans ahead to manage workload peaks.
- Able to create a positive attitude within the classroom which encourages enthusiasm and interest in learning.
- An awareness of the needs of children who have a variety of needs.
- Able to work constructively as part of a team, understanding classroom roles and responsibilities and own position within these.
- Pays attention to detail and checks quality of own work for accuracy.
- Possesses initiative and can demonstrate accuracy and attention to detail.



### Accountability and Freedom to Act

### Essential:

- Able to make routine decisions based upon guidelines and procedures laid down within established frameworks.
- Leads by example in standards of behaviour in the work environment.



### Other

### Essential:

- Willingness to attend collective worship to meet the expectations of the Governing Body.
- Willingness to partake in continuous professional development.

# How To Apply

Applicants are asked to complete all the standard information required on the Primary Advantage application form, to submit a supporting statement, addressing all the criteria identified in the person specification.

Please specify the role you are applying for:

**quoting reference Msid/CT20**

Candidates are advised that when completing the references section on the application form to please ensure that:

- Your first referee is your current, or most recent, employer
- You provide a referee who can confirm your ability for the role

Shortlisted candidates will be asked to teach an activity or lesson and will be advised of the details of the lesson observation prior to interview.



**Completed application forms must be received by Friday 19th June 2020 at 12pm and emailed to:**

[recruitment@morningside.hackney.sch.uk](mailto:recruitment@morningside.hackney.sch.uk)

- **Previous applicants need not apply.**
- **CV's won't be accepted as application.**
- **Interviews will be arranged for 26th June 2020**

*We look forward to receiving your application.*

## Successful Candidates

Candidates must ensure that if they are successful at interview, that they are able to provide evidence of their Right to Work and Remain in the UK. The school is not able to employ any person who cannot validate their Right to Work and Remain in the UK in the line with the Asylum, Immigration and Nationality Act 2000.

Successful candidates will be required to apply for an enhanced Criminal Record Check via the DBS. We are committed to safeguarding and promoting the welfare of our children and expect all members of staff to share this commitment.





## **Morningside Primary School**

**Chatham Place**

**Hackney**

**London**

**E9 6LL**

**Tel: 0208 985 5382**

**Email: [recruitment@morningside.hackney.sch.uk](mailto:recruitment@morningside.hackney.sch.uk)**

**Website: [www.morningside.hackney.sch.uk](http://www.morningside.hackney.sch.uk)**

