

**Information for applicants:
Teacher**

WELCOME TO THE ESSA FOUNDATION ACADEMIES TRUST

All will succeed

I am delighted to be the (interim) Chief Executive for ESSA Academy Trust.

I have worked with Northern Education Trust (NET) for ten years, firstly as a Principal, then advancing through the roles as an Executive Principal, having responsibility for 3 schools in the North East, to position of Senior Executive Principal, with the responsibility of overseeing 7 schools (including Kearsley and Kirk Balk in the North West).

The strands for which I hold responsibility within NET are Curriculum and Assessment as well as Teaching and Learning.

I hope you will want to be part of the Essa team and help us ensure that 'All will succeed'.

Andrew Jordan, (Interim) CEO of
Essa Foundation Academies Trust



THE TRUST

The Essa Foundation Academies Trust currently sponsors two academies:

- **Essa Primary School, age 4-11.**
- **Essa Academy, age 11-16.**

Essa Primary School was inspected in October 2019 and was judged to be good in all areas with outstanding early years provision.

Essa Academy was inspected in October 2021 and judged to be a good school in all areas.

Essa Primary (October 2019)

'This is a happy and caring school. Pupils behave well.'

'They listen attentively during lessons and they follow teachers' instructions carefully.'

'No time is wasted in class.'

'Pupils enjoy school. They are polite, and they respect the differences between themselves and their peers.'

'Children get off to a flying start in Reception.'

'Teachers in the early years have created classrooms brimming with exciting learning activities.'

Inspectors also praised the leadership of the Principal and her team who they said 'have worked tirelessly to develop the school.'



Essa Academy (October 2021)

'Essa Academy is a community underpinned by a culture of tolerance and respect.'

'Without exception, every pupil who spoke to an inspector said that they are proud to attend Essa Academy.'

'Teachers have high expectations.'

'Across the school, all pupils achieve well.'

'Leaders have created a strong and purposeful learning environment.'



VISION & VALUES - *All Will Succeed*

Our ethos is simple: we will make the most of our unique family of schools to give every child the best possible opportunity to flourish and develop into a decent, disciplined, well-educated and employable young person.

Here is what is at the heart of all we do:

Developing decent people:

Results and qualifications are important, but they are not the whole story – far from it. Our ultimate goal is to develop well-rounded young people who will make the most of the opportunities open to them in our schools. They will have resilience, zest and passion: people that employers will want to employ; people who will play a part in the communities in which they live and work; people we can be truly proud to say came through one of our schools.

Achieving full potential, no excuses:

We will do all we can to make sure every child gets the chance to reach their full potential. No child should ever get left behind; all have the capacity to learn and to achieve. We'll do this by instilling an acceptance that hard work, effort and application really does pay off. Through effort and application come self-respect, self-esteem, self-belief and success.

Discipline and standards:

It is important to us that our young people demonstrate high standards and that our schools are safe, structured places in which to learn – this will enable inspiring things to happen in the classroom. We will achieve this by expressing our high expectations regularly and frequently and by paying relentless attention to detail. We attach importance to values such as respect: for ourselves, for others, for learning and for the environment.

Great Schools for all:

We want the schools within our Academy Trust to be judged as great schools for all the young people that attend them. This means recruiting outstanding people to work in our schools and offering a curriculum that is engaging, challenging and responsive to individual needs.

Big on attitude:

We will frequently stand back and reflect on how we can do things differently and better. That doesn't mean latching on to the latest fad: it means being open-minded about trying new ideas; it means acknowledging mistakes but seeing them as an experience from which to learn; it means being aware of what happens beyond our schools so that we can predict future trends and remain in control of our destiny.

Strength in sharing:

We believe there is a strength brought about by working together within a multi-academy trust, enabling shared resources, shared knowledge, shared experience and shared success.

What's great about our family of schools is that we can be with a child every step of the way, from teaching them to tie their shoe laces right through to congratulating them on their GCSE results and their future plans. That puts us in a unique position; it's also a tremendous responsibility.



ESSA FOUNDATION ACADEMIES TRUST

The Essa campus is very well placed for both motorway access and public transport. M61 J4 is very close by giving access to the Greater Manchester, Lancashire and Cheshire motorway networks and is close to Bolton railway and bus station.

For more information on our family of schools please visit our website www.efatrust.org

Essa Primary School

We are proud of our pupils, and their achievements. Our key objective is to provide our children with the best opportunity to achieve their potential during their time with us as we help them to develop into independent learners who are able to actively engage and contribute to the ever changing society and wider world.



Essa Academy

At Essa Academy we have a universal belief in our mission 'All Will Succeed', with access to outstanding resources and a strong sense of belonging, ownership and community underpinning our work. Our students and staff are amazing and reflect the ethos of the academy.



EFAT Support Services

We provide administrative and business support such as HR and Finance Support throughout the trust.

Essa Education Ltd

Essa Sports Centre is a modern, state of the art sports facility and community asset, used for a variety of academic and sporting needs, as well as events, meetings, conferences birthday parties and more. Our facilities include a full-sized 3G pitch, multi-use sports hall, dance studio and MUGA (Multi-Use Games Area). Other facilities available for hire include theatre with stage, classrooms & communal dining area.



Essa Education Ltd is a wholly owned subsidiary of **Essa Foundation Academies Trust**.

THE POST



Welcome to Essa Primary! We are a friendly, inclusive primary school in Bolton and are looking to appoint ambitious and dedicated teachers for roles from September 2024.

Essa Primary is a community focused school with a vision for the highest standards of education for all of our children. Since joining Essa, there has been a relentless determination to create the best possible environment for our staff and pupils. An inclusive environment is critical to allow the development and growth of knowledge, skills and understanding that children need in order to succeed. I am truly proud of the journey our school has been on and incredibly excited for the future. We are seeking individuals that align with our values and want to passionately make a difference to children's lives.

The successful candidate will have:

- The drive and commitment to be an outstanding practitioner.
- Have a passion to instill and sustain the highest standards of education for our children.
- Put our children first, ensuring relationships, curriculum and quality first teaching supports all children to achieve
- Be a positive role model with the ability to motivate our children and staff alike, inspiring all to succeed.

In return, we can offer:

- Amazing children who are enthusiastic about their learning and want to be taught.
- Fantastic standards of behaviour and a commitment to ensure that behaviour is not a barrier to learning.
- A new, supportive leadership team who are determined and committed to the development of the school.
- Career development and professional development opportunities.
- A friendly, supportive and hard working staff team.
- A welcoming and warm community who embrace our vision and values.
- Amazing facilities as part of the Essa campus.

An informal visit to the school is encouraged and warmly welcomed. We recommend that visits take place during the school day then you are able to meet the children and staff and get a real flavour of what life at Essa is like. Please contact Allison O'Connell, PA to the Principal on 01204 201310 or by emailing allison.oconnell@efatrust.org to arrange a visit.

ECTs and more experienced colleagues are welcome to apply.

Kind Regards

Peter Stewart

Principal

- **Closing date:** Monday, 4th March at 9:00am
- **Shortlisting:** Monday, 4th March at 9:00am
- **Interviews:** Friday, 8th March
- **Start date:** April 2024 or alternatively September 2024

JOB DESCRIPTION: Teacher

Post: Teacher

Department: Essa Primary

Responsible for: N/A

Responsible to: Principal

Terms: Teacher Terms

Hours: 1265 per annum

Main duties

- To plan outstanding quality, appropriate, differentiated learning for all children, monitoring progress and intervening when there is underperformance
- To follow the school's Learning Vision and the designated programmes of study (informed by the Focus Learning Challenge curriculum)
- Create a high quality, rich, stimulating, safe and enabling learning environment.
- Work collaboratively and flexibly to ensure: effective planning, successful learning, ^[SEP]better than expected progress and accurate and moderated assessment outcomes
- Manage the learning environment, resources and time to ensure effective learning takes place
- Monitor and celebrate children's learning, progress and achievement and record and report upon progress, including details on attendance, behaviour, development and additional needs
- Have a detailed professional knowledge of the National Curriculum including an understanding of the progression of phonics and end of Key Stage testing.
- To assess children's development in line with the school's assessment policy
- To work effectively with TAs and other colleagues who support children in their ^[SEP]learning and beyond
- To maintain a positive attitude, seeking to bring out the best in learners and having high expectations for all
- Establish positive relationships with parents/carers, ensuring parental involvement in learning and progress
- Constantly strive to improve own performance and identify areas for self - improvement, attending appropriate training
- To keep own CPD record up to date
- To undertake any other duties as deemed appropriate by the line manager and commensurate with the post

Personal Qualities

- Accurate self assessment
- Initiative and dedication
- Team work and collaboration
- Adaptability and transparency
- Principles and practices of effective and outstanding teaching and learning
- Preparation of schemes of work and outstanding lessons
- Knowledge and understanding of areas of learning and subject area(s)
- Principles and practices of monitoring, assessment and evaluation
- The application of information and communications technology (ICT) to learning and teaching across the curriculum

Customer Care

- To continually review, develop and improve systems, processes and services in support of the Academy's pursuit of excellence in service delivery. To recognise the value of its people as a resource.

Develop oneself and others

- To make every effort to access development opportunities and ensure you spend time with your manager identifying your development needs through your personal development plan.
- To be ready to share learning with others.

Valuing Diversity

- To accept everyone has a right to his or her distinct identity. To treat everyone with dignity and respect, and to ensure that what all our customers tell us is valued by reporting it back to the organisation. To be responsible for promoting and participating in the achievement of the departmental valuing diversity action plan.

Generic Requirements

- It is a requirement of all posts within the Trust that Health and Safety requirements are upheld in the performance of all duties.
- All employees of the Trust are required to uphold the Equality and Diversity Policy and the Trust's Code of Conduct.
- All staff will ensure the safeguarding of young people by the implementation of Child Protection and other safeguarding policies.
- All staff will ensure the safeguarding of young people by the implementation of Child Protection and other safeguarding policies.
- All staff will ensure that they are aware of and work within the requirements of all Every Child Matters policies, seeking clarity from a member of Senior Leadership if necessary.
- All staff are expected to uphold all Personnel related policies.

This job description is subject to change.

Employee Name

Signed.....

Date

Person Specification

Post: Teacher

Department: Essa Primary

Responsible for: N/A

Responsible to: Principal

Terms: Teacher Terms

Hours: 1265 per annum

Qualifications	Essential	Desirable
Qualified Teacher Status	X	
Degree or equivalent	X	
Professional knowledge and understanding		
Understanding of an effective learning environment and the ability to create an inclusive classroom which effectively promotes children's learning	x	
Up to date safeguarding training and knowledge of legislation for the protection of young people	x	
The National Curriculum and related pedagogy across the primary phase, including the EYFS frameworks	x	
Effective teaching and learning strategies to engage all learners	x	
Experience and associated skills		
Proven experience as an outstanding classroom practitioner	x	
Proven record of the use of formative assessment in raising the achievement of all pupils	x	
Proven positive behaviour management skills	x	
A commitment to inclusion and inclusive practice	x	
Professional Skills	x	
Organised approach with the ability to initiate or implement new ideas.	x	
Have the ability to be able to communicate effectively both verbally and in writing	x	
Have the ability to work as part of a team	x	
High level of Literacy, Numeracy and ICT skills and ability to apply these to teaching and learning	x	
Be able to effectively inspire learners	x	
Attitudes and Approaches (Essential)		
A reflective practitioner with a desire for continuous improvement		
A thirst for innovation in teaching		
Want to develop own learning and do things differently and better		
Committed to high standards		

A commitment to working within a multi-academy trust to develop a collaborative vision which embraces excellence, high standards and inclusion
Possess energy and enthusiasm
Willing to learn from and with others in the development of good practice
Have a good sense of humour
Have humility
Resilience
Willing to try out new ideas
Flexible
Ambitious – can see an opportunity to make an impact and develop own self.