



# FUTURE GENERATION TRUST APPLICATION PACK

Class Teacher - May 2024



**In the future  
generation  
we trust**



# CONTENTS

**The Academy 4**

**The Role 5**

**Welcome from the CEO 6**

**Future Generation Trust 7**

**Our Academies 8**

**Benefits of Working for FGT 9**

**Job Profile 10**

**Person Specification 12**

**How to Apply 14**

**Application and Selection Process 15**

**Safer Recruitment 16**

# THE ACADEMY

Etching Hill Primary Academy is a happy, welcoming, Church of England school on the edge of Cannock Chase, part of Future Generation Trust.

At Etching Hill the happiness and success of all children and staff is at the core of all that we do, we firmly believe that this is the foundation of any successful school. This forms our ethos which can be felt as soon as you enter our vibrant, ambitious school.

We want our pupils' time in school to be memorable. Our shared aim is to inspire the children in our care to become happy, independent lifelong learners, who are able to fulfil their own personal potential, by providing high quality and exciting learning opportunities. We are proud of the wide range of academic, musical, artistic, sporting and community activities that take place on a regular basis. Each of these contributes to making the school a vibrant, happy place to be.



## **By becoming part of our team, we can offer you:**

- Motivated, enthusiastic children who love learning.
- High standards of behaviour both inside and outside of classrooms.
- Experienced, ambitious leaders who genuinely care about the well-being of the children and staff at our school
- Forward thinking, research based pedagogy and systems and processes which take staff workload into account.
- A welcoming, supportive & dedicated staff team where you are trusted and valued – everyone has an opportunity to shine.
- A commitment to your professional development with quality support at all stages of your career

Our fantastically well-behaved children have a love of learning and deserve the best. If you think that this describes you, then we would love to hear from you.

# THE ROLE

We are looking for a highly skilled and confident Key Stage Two teacher who has aspiration to develop and grow into a lead upper Key Stage Two teacher.

This is an exciting opportunity for an ambitious KS2 teacher to join our forward-thinking team.

We can offer a supportive and inspirational team to work with. We have a proven track record in developing the career aspiration of our staff through coaching and professional development within our academy and across our Trust. This would ideally be suited to an MS3-4 but M5-6 would be considered for the right candidate.

## **We need a teacher who is:**

- A positive, happy role model
- Passionate about children's learning and a highly motivated practitioner
- Able to create an inspiring and stimulating learning environment in which children thrive
- A practitioner with high expectations of achievement and behaviour
- Enthusiastic in promoting the values and ethos of our academy and able to take a full and active part in all aspects of our school life
- A natural team player, who works well with others

# WELCOME FROM CEO



## **Stuart Ayres, Chief Executive Officer**

There are many models of MATs in existence but principally FGT is built upon a team approach and a determination to be as effective as it can possibly be. Everyone within our Trust has a significant part to play as we collaboratively deliver a high quality education. We can only achieve this goal through the sheer professionalism and talent that is evident in our leaders, teachers, support staff, governors and trustees.

Ultimately FGT Academies aim to be extremely positive places to work where pupils can learn, live and grow. We strive for happy, cared for staff and happy, cared for pupils. In this way we can play our part in supporting the development of successful, smiling people of the future generation.

# FUTURE GENERATION TRUST

Future Generation Trust (FGT) was established in 2015. It now comprises of 5 primary academies, all in Staffordshire, educating a total exceeding 1800 pupils. From our inauguration we have followed a carefully considered developmental and growth plan ensuring that adequate support and capacity is in place before adding each additional academy. Our over-arching strategy has a clear focus upon primary phase only academies and a goal to have them all judged by Ofsted as being at least 'Good'. All our academies are notionally within a 30 minute commute of each other. The academies are supported by a Central Team based at the FGT office on the St. John's site. The small team offers 360 degree support and strategic direction.

## **They provide:**

- educational advice
- financial guidance and practical administration
- estate management and property compliance
- governance support

## **Future Generation Trust continually strives for excellence. We aim to:-**

- Develop confidence, high self-esteem and a love of learning in all our pupils.
- Promote respect of others and help them understand diversity and value everyone.
- Foster tolerance, resilience, perseverance and independence.
- Support the teams at each individual academy to achieve these goals.

# OUR ACADEMIES



Our academies are committed to developing qualities and skills in pupils that will enable them to have happy and successful adult lives. A clear focus upon enjoyment, participation and high achievement aims to create a strong foundation in pupils that will allow them to move forward with purpose and belief. We relish the huge responsibility of helping shape the future generation.



# BENEFITS OF WORKING FOR FUTURE GENERATION TRUST



## **Opportunities for all**

Opportunities for professional learning and development.



## **Pension Scheme**

Local Government Pension Scheme for professional support staff and Teachers Pension Scheme for teachers.



## **Fair pay and competitive benefits**

Our pay and benefits are competitive and fair.



## **Free Childcare**

Free before and after school childcare provision for all staff across all academies, during your hours of work.

# JOB PROFILE & PERSON SPEC.

## REPORTING RELATIONSHIPS

Responsible to: Headteacher/ Head of School

## MISSION STATEMENT

This school is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment.

## GENERAL DESCRIPTION OF ACTIVITIES/FUNCTIONS OF SERVICE AREA

This job description should be read alongside the range of professional duties of teachers as set out in Part XII of the Teachers' Pay and Conditions Document, sections 48-50. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

The job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.

## AREAS OF RESPONSIBILITY AND KEY TASKS

### Teaching and Managing Pupil Learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained and best use is made of teaching time
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
- Provide an attractive, well-ordered and stimulating environment in which children can learn
- Ensure that there is a safe working and learning environment in which risks are properly assessed
- Select and make effective use of textbooks, strategies, ICT and other learning resources which enable objectives to be met

## **Planning and Setting Expectations/Pupil Achievement**

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught
- Set appropriate and demanding expectations for pupils' learning and motivation
- Set clear targets for pupils' learning, building on prior attainment
- Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support
- Implement and keep records on Individual Education Plans (IEPs)

## **Assessment and Evaluation**

- Implement and embed Assessment for Learning principles in daily practice
- Assess how well learning objectives have been achieved and use this assessment for future teaching
- Use individual pupil tracking systems to monitor progress
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress
- Understand the demands on pupils in relation to the National Curriculum

## **Relationships with Parents and the Wider Community**

- Prepare and present informative verbal reports to parents
- Prepare and present informative written reports to parents on an annual basis
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context
- Liaise with agencies responsible for pupils' welfare
- Liaise effectively with parents and governors

## **Manage Own Performance and Development**

- Set a good example through presentation and personal/professional conduct
- Take responsibility for own professional development and keep up to date with research and developments in pedagogy
- Share corporate responsibility for the implementation of school policies and practices
- Evaluate own teaching critically and use this to improve effectiveness
- Take on any additional responsibilities which may from time to time be determined
- Maintain the ethos of our Church of England School by encouraging good discipline, respect within the classroom and throughout the school

- Contribute to the corporate life of the school through effective participation in meetings and management systems

### **Managing Staff and Other Adults**

- Establish effective working relationships with professional colleagues
- Manage and guide classroom assistants and volunteer helpers within the class and school setting

### **Support to School** (this list is not exhaustive and should reflect the ethos of the school)

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of, support and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.

# Further Information:

The role is a full-time main scale position. We welcome requests for an informal look around our school; please call 01889 221864 to arrange.

Deadline for Applications: Thursday 13th May @12 noon.

Interviews will be arranged on 22nd May.

# Safeguarding at Etching Hill

**Our school is committed to safeguarding and promoting the welfare of children.**

We fully recognise our responsibility under section 157/175 of The Education Act 2002 and Keeping Children Safe in Education September 2023. This means that we have a designated safeguarding team, as well as robust safeguarding policies and procedures in place

**At Etching Hill, we are committed to:-**

- Providing a safe environment for pupils to learn
- Providing the means for emotional well-being and security
- Having regard for preventing pupils being drawn into terrorism
- Identifying children who are suffering, or who are likely to suffer significant harm
- Having robust procedures in place and take appropriate action with the aim of making sure that pupils are kept safe both at home and in school.

**To achieve this objective, we:**

- Aim to prevent unsuitable people from working with the children through a stringent DBS process;
- Promote safe practice and challenge any poor or unsafe practice
- Identify instances where there are grounds for concern about a child's welfare and initiate or take appropriate action to keep them safe
- Contribute to effective partnership working between all those involved in providing services for our children
- Ensure that staff understand the risk of radicalisation, have the capabilities to deal with it and implement the Prevent duty effectively

We will conduct online searches of shortlisted candidates in line with guidance from KCSIE 2023. Online searches are not part of the shortlisting process itself and candidates will have a chance to address any issues of concern that come up during the search at interview.



# HOW TO APPLY

## **Application documents**

Full information, and all supporting documents for this vacancy can be found on the Academy/ Trust's website vacancy pages. **[www.futuregenerationtrust.co.uk](http://www.futuregenerationtrust.co.uk)**

## **Applying for this role**

Please follow this link for application details:-

<https://www.wmjobs.co.uk/job/196829/class-teacher-etching-hill-ce-primary-academy/>

Only fully completed and signed, application forms will be submitted for shortlisting. Please complete the application form in full ensuring you have provided true and accurate information. CV's will not be accepted.

## **Once you have applied**

If you have not received an invite to interview 10 days after the closing date of the vacancy you can assume you have not been successful in being shortlisted on this occasion.

## **Safeguarding**

All vacancies are subject to an enhanced criminal records check from the Disclosure and Barring Service which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application. It is an offence to apply for any role with FGT if you are barred from engaging in regulated activity with children.



# APPLICATION AND SELECTION PROCESS

## We will:



### Information

Provide you with clear, accurate and timely information.



### Questions

Give you the opportunity to ask questions.



### Respond

Respond to enquiries promptly.



### Fair

Adopt a fair and consistent assessment process.



### Offers

Make sure all offers are fair and equitable.

## In return we will ask that you:



### Honest

Be honest and upfront about your experience, goals and aspirations.



### Accurate

Provide open and accurate information when submitting your application.



### Prepare

Prepare yourself for the interview and research who we are and how we work.

# SAFER RECRUITMENT

## Safer Recruitment in Education Information for applicants.

### **Right to Work in the UK**

The Immigration, Asylum and Nationality Act 2006, make employers responsible for evidencing that all employees have proven their right to work in the United Kingdom. To evidence your right to work in the UK, you will need to provide appropriate documentation prior to recruitment using a right to work checklist.

### **Fitness for Work (Medical Clearance) and DBS Checks**

All posts are subject to medical clearance and an enhanced DBS check.

### **References**

Full details on the references which will be required can be found within the Future Generation Trust application form.

## **Equal Opportunities**

The academy aims to promote equality of opportunity for all with the right mix of talent, skills and potential. We welcome applications from diverse candidates. Criminal convictions, cautions and bind-overs will be taken into account for recruitment purpose, only when relevant.





# **FUTURE GENERATION TRUST**

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