



Message from the CEO

Dear Candidate,

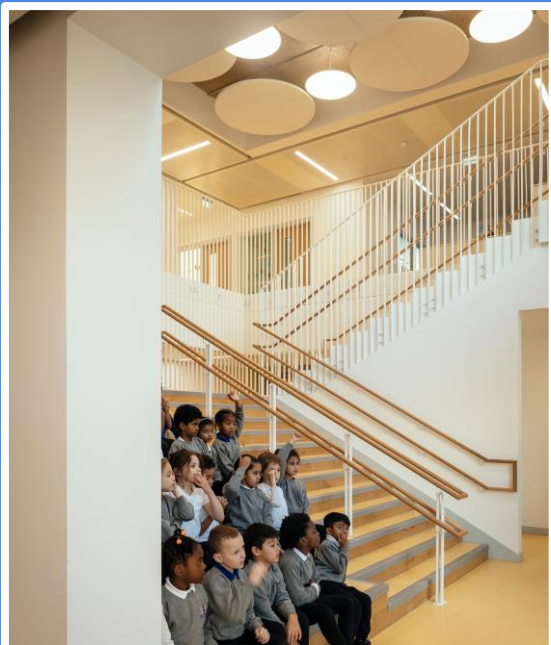
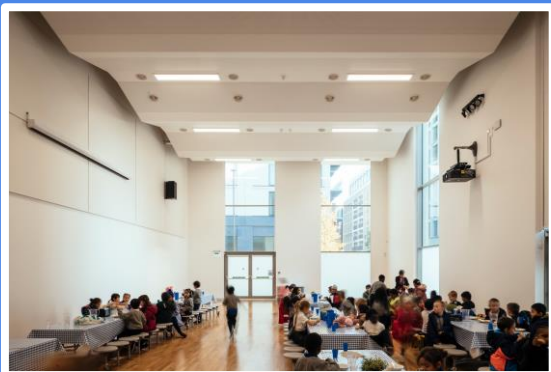
I would like to take this opportunity to warmly welcome you to Britannia Education Trust (BET). As the CEO of BET, I am passionate about and proud of our Academies. It is our vision to create exceptional, creative, inclusive education at the heart of our community.

Currently our Trust comprises of two primary schools (Britannia Village and Royal Wharf), both 2 forms of entry with attached nurseries. The schools are a 5 minute walk apart and work very closely together with some middle and senior leaders having responsibilities across the Trust.

The Trust was formed in order to sponsor and establish Royal Wharf Primary School which is central to a new residential development in West Silvertown.

This is a fantastic opportunity for a dedicated and inspirational teacher to join our vibrant schools.





Benefits

There are many unique benefits to working within BET:

- Small classes of around 20 happy and wonderfully diverse pupils
- Teams of 3 class teachers per year group
- Collaboration between Trust schools
- Excellent resources including ICT (pupils have their own chromebooks)
- Macbooks for teachers and interactive smartboards in every classroom
- Class teacher release time for personalised interventions with their pupils
- Trust funded specialist SEND provision
- Senior leadership open door policy
- Access to a trained counsellor
- No break or lunchtime supervision duties
- Free onsite childcare from 7:45 to 8:45 am
- Welcoming and supportive staff

Our enthusiastic and dedicated staff are our most valuable asset and we work hard to provide them with the support and development opportunities they deserve so that our pupils receive the best start in their education journey.

I hope that having read through our recruitment information you are inspired to apply for a class teacher position at one of our schools.

I look forward to hearing from you.

Yours sincerely,

Linda-May Bingham
CEO and Executive Headteacher



About you

We are looking for someone who:

- is committed to providing the best education, experiences, opportunities and life chances to our children
- has a proven track record of raising levels of achievement for children in their care
- is a people person with excellent communication and interpersonal skills
- is committed to working collaboratively with all members of our immediate and wider school community
- has excellent presence in the classroom
- highly values the expressive arts in the primary curriculum
- has an understanding of how children learn best, backed up by research
- is well read and interested in current research, educational theory and practice.

About the Trust

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee, Director and Governor are interchangeable. The Charitable Company is known as Britannia Education Trust.

Britannia Education Trust was established as a Multi-Academy Trust (MAT) in June 2017. The MAT was formed in order to open a brand new primary school (Royal Wharf) which opened in September 2019. The Trust currently operates two academies for pupils aged 3 to 11 years serving a catchment area in the Royal Docks, West Silvertown, Newham.

Our founding school, Britannia Village, has been judged outstanding by Ofsted. Royal Wharf was inspected in September 2023 and judged as Good with outstanding features. Each school has a pupil capacity of 420 plus a 30 FTE nursery. Our schools serve very similar diverse communities and are a 5 minute walk apart enabling very practical partnership working between the two schools.

The Trust's vision for growth is through sponsoring and establishing further new schools in the local area where extensive redevelopment and regeneration is taking place.

You can find out more about the Trust, our Members and Trustees on our trust website - www.britanniaeducationtrust.com



Vision Statement

Our vision is to bring out the best in our pupils, our staff and our community.

We aim to give our pupils the best start in life through providing a creative and happy learning environment where achievement, mutual respect and self-esteem are valued.

We aim to empower our pupils to have the necessary knowledge, skills, values, attitudes and understanding to make a positive contribution in a changing world both locally and globally.

We will:-

- Create safe, supportive, caring environments where children can flourish.
- Provide a broad, balanced, child-centred creative curriculum which is both accessible and appropriate to all our pupils.
- Demonstrate, expect and celebrate excellence in Achievement, Behaviour and Character.
- Develop and nurture an outstanding staff team.
- Be rigorous in the pursuit of inclusion and equity.
- Forge strong partnerships with parents and families.
- Work cooperatively within the Trust and with other schools, organisations and stakeholders.
- Equip children to become responsible global citizens, caring for the natural world and making wise, informed choices.
- Involve the schools in the community and the community in the schools.



Ethos and Values

Our children will thrive within an ethos of Inclusion, Creativity and Excellence forming **values and qualities** that will equip them for life.



Inclusion

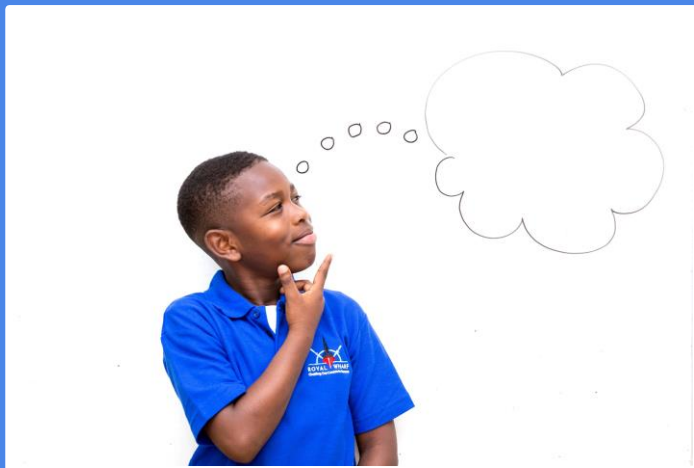
All children are provided with the resources to be successful learners, irrespective of background or ability. In a supportive environment an **optimistic** outlook is fostered in which children develop open and honest relationships characterised by mutual **respect**. They **cooperate** with each other across all year groups, bridging social divisions and celebrating diversity of faiths, beliefs and cultures. Children have opportunities to express a passion for justice through practical initiatives that benefit those who are disadvantaged.

Creativity

Creativity embodies our approach to learning. We see creative ideas, nurtured imagination and inspired **curiosity** as essential ingredients to a **resourceful thinker** who can innovate and inspire. Combined with a **Growth Mindset** that never hinders potential, creative children craft and shape new learning and ideas fostering a culture of artistry.

Excellence

Children develop key life skills to build character as well as competence. They have a **zest** for learning and embrace values such as **hard work**, **self-management** and **reflective thinking** to achieve their very best. Children from all backgrounds develop high aspirations, self-belief and an appetite for life-long learning which stands them in good stead for their future careers.



About Britannia Village Primary School

Britannia Village Primary School opened in September 1999. The village and the school were designed on the theme of ships, with masts and portholes to reflect its famous and well documented history of merchant ships, which were docking here for many years, bringing produce from all over the world. Our school logo/badge was also designed to represent this history and our classrooms are named after ships which docked locally.

Geographically, we are between Canning Town and the London City Airport, in view of Canary Wharf and the Millenium Dome. In our locality we have the Olympic venue, Excel Exhibition Centre, Royals Business Park, the Emirates Cable Car and London's new City Hall. Our nearest train station is West Silvertown on the Docklands Light Railway.

Throughout the school children are taught in small classes of around 20. We believe that this gives us the best opportunity to get to know our children well and to give them personalised support educationally, emotionally and physically.

The school serves a diverse cultural community: approximately 28% are from Black backgrounds, 22% are from Asian backgrounds, 13% are White Eastern European, 14% are of mixed ethnicity, 9.4% are White British, 5% are White other and small numbers from a variety of other backgrounds make up the remainder.

There is a sense of warmth and community that resonates throughout the halls. The children's enthusiasm for learning is palpable, and it is a true testament to the positive and nurturing environment that the staff and leaders have fostered here.

At Britannia Village we are committed to continuing this excellent standard of education and community engagement that Britannia Village is known for. We firmly believe that education is a collaboration between the school and the parents, and we are thrilled to be working alongside such dedicated and supportive families and staff.



About Royal Wharf Primary School

Royal Wharf Primary School is situated just north of the River Thames in the new Royal Wharf development in Silvertown, East London. We are a brand new school, deliberately designed to be small and inclusive so that we can offer a safe, exciting learning environment for local children, with excellent educational opportunities, where every student can reach their full potential. The school building is stunning and has won a RIBA award for design.

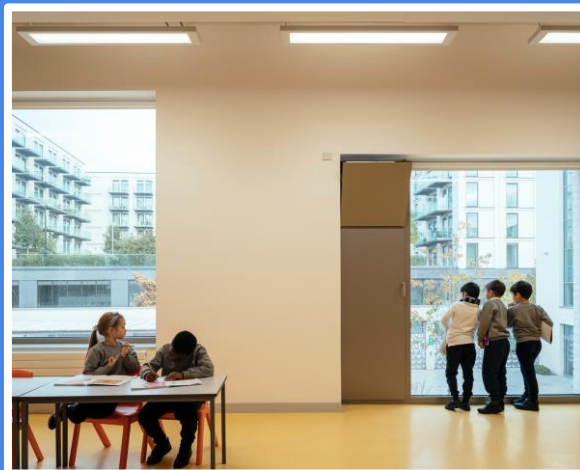
The school opened in September 2019. It is a two-form entry school (60 pupils per year group) but the school has been designed with three classrooms per year group to accommodate the small classes that are part of the Trust's ethos. The school will grow by adding a new year group each year until we reach Year 6 in September 2025. We currently have 300 pupils in reception to year 4, plus 30 FTE in nursery.

Throughout the school children are taught in small classes of around 20. We believe that this gives us the best opportunity to get to know our children well and to give them personalised support educationally, emotionally and physically.

The school serves a socially and economically diverse community in one of the most deprived Local Authorities in England: approximately 24% are from Asian backgrounds, 27% are of mixed ethnicity, 21% are from black backgrounds, 11% are White English, 5% are White Eastern European and small numbers from a variety of other backgrounds make up the remainder.

27% of pupils have English as their home language. The remaining 73% speak a total of around 50 other languages, with the most widely spoken being Arabic (7%), Urdu (6%), Chinese (5%) and Russian, Portuguese and Bengali (all 4.7%). Nationally, 20.6% of pupils have English as an additional language.

Around 95% of our pupils have opted for the free school meal (FSM) that is currently available to all primary pupils in Newham. The percentage of pupils entitled to a free school meal is 23% (national average is 17.3%).



Britannia Education Trust Class Teacher Job Description

Job title - Class teacher

Salary - M1 to M6

Responsible to the Headteacher

Job Purpose

The class teacher will:

- Teach a class of pupils, and raise pupil achievement by ensuring that planning, preparation, recording, assessment and reporting meet their varying learning and social needs
- Maintain the positive ethos and core values of the trust both inside and outside the classroom
- Contribute to constructive team building amongst teaching and non-teaching staff, parents and governors
- Contribute to the development of an agreed subject area across the school
- Ensure that the current national conditions of employment for school teachers are met (see School Teachers Pay and Conditions document)

Principal Accountabilities

In addition to the Professional Standards for Teachers, as a member of staff at Britannia Education Trust you will be expected to:-

- Maintain, promote and support the overall aims, ethos and policies of the trust in your practice to ensure consistency, collegiality and excellence.
- Assist in developing and maintaining high standards of work by promoting high expectations, positive behaviour, good attendance and punctuality from all pupils to impact on their overall academic and social attainment.
- Value pupils' achievements through the production of high quality work and display.
- Contribute to, and promote an inspiring physical learning environment throughout the school.

Examples of Performance Measures

- Evidence of school policies followed, quality teaching & learning (lesson observations), marking & the improved performance (quantified) of pupils in your class across the core subjects.
- Positive observations re behaviour & standards.
- Evidence of excellent display & presentation of work in class & around the school.
- Evidence of differentiated teaching & planning.
- Evidence of the value placed on cultural and social diversity.
- Positive contributions at staff / phase meetings evidenced.
- Evidence of effective communication with parents' written or verbal

Person Specification – Class Teacher

We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met.

Beneath each criterion we list the assessment method we will use.

Requirement

1 Qualification and Training

- a. Degree level qualification
- b. Postgraduate professional qualification, e.g. Postgraduate Certificate in Education
- c. Qualified Teacher Status (including skills tests)
- d. Willingness to continue professional development relevant to the post

Method of assessment

Application Form

Certificates

2 Experience

- a. Teaching a wide range of pupils within EYFS and/or KS1 & KS2,
- b. Teaching within a multicultural setting
- c. Planning and managing the work of teaching assistants
- d. Working in a team to plan and teach

Method of assessment

Application Form

Interview

3 Personal qualities

- a. Applies effective verbal and written communication skills
- b. Communicates effectively with children, staff, parents and governors
- c. Displays professionalism and a commitment to the school
- d. Creates an environment of trust
- e. Demonstrates a commitment to the involvement of parents in the work of the school
- f. Displays a commitment to safeguarding and promoting the welfare of pupils
- g. Acts as a positive role model to children
- h. Have high expectations for all pupils
- i. Good organisational and interpersonal skills

Method of assessment

Application form, interview, and other assessment activities

4 Knowledge and understanding

- a. Effective teaching and learning strategies
- b. The National Curriculum and the National Strategies
- c. The application of ICT to support teaching and learning
- d. The use of assessment strategies to inform teaching including APP and Assessment for Learning
- e. The SEN Code of Practice and strategies for identifying SEN, very able and vulnerable pupils;
- f. Interest and/or expertise in a curriculum area
- g. Equal opportunities for all pupils

Method of assessment.

Application form, interview, and other assessment activities

5 Skills

- a. Demonstrates enthusiasm and excellent classroom practice
- b. Utilises report-writing skills to accurately report on pupils' progress
- c. Motivates pupils
- d. Contributes to extra-curricular provision
- e. Establishes positive relationships with children, staff, parents and governors
- f. Exercises flexibility in order to accommodate changes in work priorities.
- g. Adapts personal style to suit individual situation and needs
- h. Anticipates workload and plans ahead.
- i. Monitors own progress against key performance indicators

Method of assessment.

Application form, interview, and other assessment activities

How to apply

Contact Hannah Cleland, Business Manager on Hannah.Cleland@britanniaeducationtrust.com for further information, to book a visit and for an application form.

Dates:

Closing date – Wednesday 12th June

BET is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.

The trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and to undergo appropriate checks, including an enhanced DBS check.