

Olive Hill Primary Academy

A member of Stour Vale Academy Trust



Teacher Candidate Pack

Happy. Confident. Responsible. Successful



Advert
Primary Phase Teacher
Teachers Main Pay Scale
Full Time
Fixed Term until 31st August 2025
Required for September 2024

Do you believe in creating a culture of excellence in which all children are put at the heart of every decision made?

Do you demonstrate a commitment to excellence and continuous growth in all that you do?

Do you have the integrity, compassion, and creativity to work with a fantastic team of professionals?

Are you committed to doing the best for each and every child - enabling them to be happy children, confident individuals, responsible citizens and successful learners?

If you answered yes to the above questions, then the Head teacher and Governors of Olive Hill Primary Academy welcome your application for this position.

Olive Hill is a two-form entry primary school, taking 60 children in each year group. We also have our own nursery provision and can accommodate two-year-olds through a private provider, Acorns. Our lovely school has expanded over-time and offers lots of facilities for our children to learn in a vibrant environment. We have extensive outside space, including a trim trail, a forest school area, two large fields and a range of hard surfaces.

We are a founding member of the Stour Vale Multi Academy Trust and we are proud to learn in partnership with our other schools (Moat Farm Junior School, Newtown Primary, Northfield Road Primary, Oldbury Academy, Queen Victoria Primary, Redhill School, Ridgewood High School, Earls High School) and beyond.

Stour Vale Academy Trust is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced disclosure check by the disclosure and barring service. Stour Vale Academy Trust is an equal opportunities employer and welcomes applications from all qualified candidates irrespective of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Closing date: Wednesday 15th May 2024

Shortlisting: Friday 17th May 2024

Interviews: Monday 20th May 2024

Visits to the school are encouraged, please contact Debbie Williams, School Business Manager 01384 818855 to arrange a visit or by email dwilliams@olive.dudley.sch.uk.

Please see the full candidate pack for details on how to apply.



About Olive Hill Primary Academy

Olive Hill Primary Academy is larger than the average primary academy, with 454 pupils currently on roll from Nursery to Year 6. On 1st September 2017, the school became part of the Stour Vale Academy Trust. It was a founder member, alongside The Earls High School and Redhill School.

Our core value is the belief that we are here for each and every child. We believe that fairness is giving every child what they need to be happy children, confident individuals, responsible citizens and successful learners. In delivering our core value, we demonstrate a commitment to excellence and continuous growth through developing leadership in every role, trust and transparency. At Olive Hill we deliver a broad and balanced curriculum that incorporates character development, academic achievement and oracy. We are rigorous, robust and relentless in our pursuit of excellence through having the highest expectations of the children and ourselves. We act with integrity and compassion at all times. It is the strength of our relationships that allow us to deliver a high-quality education to all.

Olive Hill has a stable staff team who share a strong commitment to learning from the best practice in order to provide the best possible education and care for each individual child. The drive for the continued improvement in the quality of teaching has led to significantly improved rates of pupil progress, culminating in much improved attainment by the end of Key Stage Two. In comparison with national expectations, previously our children have entered nursery with low attainment and attainment at the end of Key Stage Two is now above the national figure.

The school provides a popular breakfast club and a private provider, Acorns, works closely with us to provide after school care in the school hall and provision for two-year-olds and three-year-olds in our community room.

Part of the school building dates back to 1938. Since January 2012, a substantial part of the school's budget reserves and devolved capital have been spent on renovating this space. This has created a much-improved learning environment for children and staff. In 2015 the playground area was enlarged, and a new sport's pitch and forest school area were added.

Historically there has been a high level of mobility across the school, making it even more important that the school continues to have robust assessment procedures and tracking of progress in place, alongside a very consistent approach to fostering excellent conduct and learning behaviour. Good liaison has enabled us to make immediate provision for the specific needs of children who have joined us from other primary schools or recently entered the country.

16% of children at Olive Hill are identified as having a special educational need. The percentage of children known to be eligible for the pupil premium grant is above the national figure at 24%. The percentage of children whose first language is believed not to be English is 30%. The good provision made for these individual children is enhanced by a strong partnership with the Learning Support Service, Educational Psychology, Virtual School and other relevant outside agencies.

Our school is a great place to work and learn. We are part of supportive community of parents, carers and other relatives. The staff team are dedicated to their profession and go above and beyond to provide the children with a rich education. The senior leaders act with compassion, integrity and a drive for excellence. The children are incredible and deserve the very best from the adults around them.

Our most recent OFSTED, in January 2022, recognised that:

"Staff expect pupils to behave well, and they do. Pupils know they must always be ready, respectful and safe"

"Pupils are at the centre of leaders' thinking in this inclusive school. Staff know the pupils well. They have an accurate view of pupils needs. Staff make sure that pupils are supported emotionally and that their pastoral needs are met. Leaders and staff want the best for pupils. They build caring relationships with them and their families"

"Pupils said that they feel safe and happy at school, and that they would recommend their school to anyone"

ABOUT STOUR VALE ACADEMY TRUST

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently nine member schools, four primary, one junior and four secondary, with a further primary school and an infant school due to join in 2024

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

OUR VISION AND VALUES

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

OUR VALUES



INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

COLLABORATION

Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people.

We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

SVAT.ORG.UK

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that *Stour Vale* member schools will *create the difference together*.



Job Description Class Teacher

Reports to

Headteacher
Deputy Headteacher
Assistant Headteachers
Phase leader

Purpose of the Job

To be class teacher for a class of Early Years Foundation Stage/Key Stage One/Key Stage Two children.

Specific Accountabilities

The post holder is required to carry out, under the reasonable direction of the headteacher, the professional duties of a teacher which are set out in the relevant paragraphs of the School Teachers' Pay and Conditions document and any subsequent amendments. The post holder must always carry out his/her responsibilities with due regard to the Equal Opportunities Policy. The duties and responsibilities may be subject to reasonable change from time to time following consultation between the headteacher and the post holder.

Class Teacher

- Planning and delivering lessons to achieve progression in learning
- Setting tasks that challenge pupils, ensuring high levels of interest
- Setting clear targets for all pupils, building on prior attainment, and setting high expectations
- Providing clear structures for lessons, maintaining pace, motivation, and challenge
- Match activities to the needs of learners
- Encourage pupils to think and talk about their learning and to develop independence
- Make effective use of resources, so that they have a positive impact on learning
- Assess pupils, marking work and giving verbal feedback as appropriate
- Make effective use of assessment to inform planning
- Monitoring and evaluating pupils' work and setting targets for progress
- Recording pupils' progress systematically and keeping appropriate records in line with school procedures to monitor pupils progress and inform provision
- Provide accurate and up to date information on pupil progress to the school leadership team and phase leaders as requested
- Working effectively with school staff, other professionals, and parents to ensure that pupils make the best possible progress
- In line with school policies, have a positive approach to pupils' behaviour, consistently communicating high expectations and managing behaviour successfully
- Create a positive, purposeful, and productive learning environment
- Undertake continuous professional development and seek to continually improve the effectiveness of teaching
- Carry out teaching duties in accordance with school policies
- Liaise with colleagues to work collaboratively

- Contribute to the development, organisation, and implementation of the school's curriculum
- Make a positive contribution to the wider life of the school
- Support the values and ethos of the school
- Be a role model in terms of punctuality and attendance
- Dress professionally
- Attend and participate in team and staff meetings
- Report to parents, attend and participate in parent-teacher consultations and other meetings for parents e.g., curriculum workshops
- Develop links with the community and partnership working with other schools
- Be supportive of Olive Hill Primary Academy, consistently seeking to present a positive image of the school

Person Specification

Experience

Successful experience of planning teaching and assessing children (this may be teaching practice)

Experience of managing and organising an effective learning environment

Experience of managing behaviour positively and effectively

Experience of planning the curriculum, ensuring continuity and progression

Qualifications/Training

QTS

Practical skills

Highly effective classroom practitioner

Good communication skills

Ability to use ICT effectively to enhance learning

Ability to manage behaviour positively and effectively to ensure a purposeful learning environment

Ability to use assessment to inform planning

Ability to work successfully within a team and to establish and develop positive relationships



For an informal discussion please contact:

Hannah Grasby
Headteacher of Olive Hill Primary Academy
Telephone 01384 818855

Closing date for applications:

Wednesday 15th May 2024

Please visit our websites

<http://www.svat.org.uk/>

<http://www.olive.dudley.sch.uk/>

Please send completed application forms to:

Mrs Debbie Williams, Olive Hill Primary Academy, Springfield Road,
Halesowen, B62 8JZ or by email to dwilliams@olive.dudley.sch.uk

Please note only successful candidates will be contacted.

All candidates are subject to Safer Recruitment Procedures.