

Teacher

Candidate Information Pack

St Andrews CE Primary



About Liverpool Diocesan Schools Trust

We believe

Jesus said, 'Let the children come to me.' (Mt 19).

We believe that we are fulfilling this command when we enable children of all faiths and none to flourish in our schools. The Liverpool Diocesan Schools Trust (LDST) has an important role to play in improving the attainment of pupils across the Diocesan region.

What is our Purpose?

Working together with our school communities, providing an excellent education and life-enhancing relationships with the Christian faith and Jesus Christ.

We do this through:

- Being a family of schools that is committed to well-being and supporting each other, so that all children, learners and staff across our Trust, flourish.
- Connecting with each other to share practice and provide an excellent education that is built on distinctly Christian values.
- A commitment to inclusion, ensuring that all learners thrive through an education that teaches wisdom, instils hope, nurtures community, and embeds dignity and respect.
- Strong bonds of collaboration, innovative approaches to education and a shared purpose amongst schools, families, and communities.

What is our vision?

As a Diocesan Trust, our Christian values are intrinsically linked to our commitment to provide an innovative, high quality education, so that children and learners make excellent progress and fulfil their academic potential, by ensuring that:

- We live out our **Christian values** to **develop future citizens** who can contribute positively to a caring, compassionate nation.
- We share a Trust-wide commitment to providing an **education** that enables children and learners to **flourish and achieve** - academically spiritually, morally, socially, culturally, physically.
- We celebrate **diversity**, **address inequality**, **overcome disadvantage** and **raise aspirations** so that learners can achieve their **highest academic potential**.

- Access to an **inspirational curriculum** and **excellent teaching** enables our children to acquire a **deep body of knowledge** and a zest for **life-long learning**.
- Our schools can thrive under outstanding **local leadership**, accountable to the Executive team and Board of Directors.
- We identify **talents** and provide opportunities for **staff** to develop, pursue career developments and contribute significantly to **wider improvements**
- We maintain a strong emphasis on **safeguarding** and the **mental health and well-being** of all our pupils and staff.
- Our schools are self-sustaining, **inclusive learning communities** of professionals who **connect and collaborate** to **share best practice** and **innovative approaches rooted in informed evidence**.

Our Core Values

We value Difference

We are respectful of the:

- **Uniqueness** of each individual school
- **Differences** within each school and community

We value Local

- Providing aligned support and central services to empower local leaders to make local decisions that meet the needs of the local communities

We value Collaboration

- We value the opportunities to **collaborate** and work as a **team** to improve outcomes across our Trust

We value Inclusion

- We welcome **all** and are committed to ensuring that **each pupil** receives an educational experience related to their **own** personal gifts or needs
- We celebrate **diversity** and the individual talents of our pupils and staff

We welcome pupils of all faiths and none

We are a fully inclusive organisation and encourage applications from individuals from minority communities.

About St Andrews CE Primary



Together in God's love we learn, inspire and grow.

Our mission is to see each child reach their full potential within a secure and caring environment. We seek to develop in our children an understanding of the Christian faith. We aim to be a welcoming and stimulating school that has strong links with home, our churches and the wider community.

St Andrews CE Primary is a popular and successful school. As a Church of England school our Christian values underpin all that we do, and we have close links with two local churches. We joined LDST in May 2018 to deepen these links and to continue to improve the education we provide to our children.

We are very proud of our 2022 OFSTED where we were rated as Good.

Our staff are committed to raising standards for all pupils. They pride themselves on working effectively together and in partnership with parents, to provide a caring and supportive learning environment.

We want children to enjoy their education and develop an enthusiasm for learning. To facilitate this we take full advantage of our fantastic surroundings including; a meadow, an adventure trail, and woodland. By integrating these into learning we provide a range of rewarding learning experiences that encourage, challenge and extend the abilities of our children.

We are proud of our school and encourage you to visit our website, which we hope will give you a real insight into what makes us a truly successful and happy school.

Mr S Jones

Headteacher

Job Description

Title: Teacher

Salary: MPR1 - 6 £32,916 - £43,607

Hours: Full Time

Contract Type: Temporary Maternity Cover

Accountable to: Headteacher

Location: St Andrews CE Primary School

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job commensurate with the salary and job title.

The postholder will;

- Carry out duties of a school teacher as defined in the current National Conditions of Service document.
- Be responsible to the Headteacher for the education, welfare and development of groups of children.

Duties and Responsibilities:

Teaching, to:

- Teach an inspiring and appropriate Curriculum
- Liaise effectively with parents and offer opportunities for them to engage in their child's learning at home
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL (English as an additional language); and/or disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them all
- Demonstrate an understanding of, and take responsibility for, promoting high standards of literacy including the use of standard spoken English

Behaviour and Safety to:

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect, and to establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage the class effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge
- Maintain a good relationship with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive behaviour, attitude and values which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- To ensure that educational needs of all pupils in your class are fully met and liaise with the SENCO and External Agencies where necessary to support children with special needs
- To inform the SENCO of any concerns relating to the development of a child
- To inform the Designated Safeguarding Lead of any concerns relating to the safety or well-being of a child

Team Working, to;

- Act as a role model for staff, demonstrating a high quality of teaching, learning and assessment.
- Work with colleagues to create a stimulating learning environment for teaching and learning.
- Participate in relevant meetings / professional development opportunities at school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice
- Ensure that Teaching Assistants working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

Fulfill Wider Professional Responsibilities, to:

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of St Andrews CE Primary School

Professional Development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as a result of your Early Career Programme/Appraisal

Other:

- To have professional regard for the ethos, policies and procedures of St Andrews CE Primary School and maintain high standards in your own attendance and punctuality
- Adhere to the expectations set out in the school Staff Handbook
- Is committed to upholding the Christian ethos of the school

We strive to achieve excellence. To achieve this, you will need to:

- > Champion and role model a culture of high aspirations and high expectations
- > Work flexibly to meet the changing demands and priorities
- > Ensure that all staff are respectful towards pupils, with an unshakeable belief in their entitlement to a high-quality education
- > Engage with and promote the aims and objectives of both the school and LDST

Liverpool Diocesan Schools Trust is committed to safeguarding and promoting the welfare of children and we expect all staff and volunteers to share this commitment to keeping children safe. Any offer of employment will be subject to statutory pre-employment checks including satisfactory references, online checks, Enhanced DBS, and Barred List checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (as amended in 2013 & 2020) and shortlisted candidates will be required to disclose any relevant criminal history prior to interview. Candidates must also be able to demonstrate their Right to Work in the United Kingdom.

| <h1>Person Specification – Teacher</h1> <h2>St Andrews CE Primary</h2> | Essential (E) or Desirable (D) |
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| <p>Skills</p> <p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> • promote the school’s aims positively, and use effective strategies to motivate and inspire pupils; • The ability to challenge and engage children in their learning through creative opportunities, with high levels of expectations of all learners. • develop good personal relationships within a team; • establish and develop close relationships with parents, governors and the community; • The ability and commitment to fulfil the Trust’s vision allowing children to ‘flourish’ in a unique way. • A commitment to actively using the outdoors to enhance learning opportunities. | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> |
| <p>Qualifications and Experience</p> <p>Teachers</p> <ul style="list-style-type: none"> • Qualified Teacher Status • 2:2 honours degree or higher or equivalent degree apprenticeship • Level 2 Qualifications in English and Maths • Successful teaching experience within Primary Education • Proven track record in raising pupil attainment • Experience of SEN | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> |

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| <p>Knowledge and Understanding</p> <ul style="list-style-type: none"> • Be a highly effective practitioner. • Clear philosophy of primary education which puts the child at the centre of process • Able to plan for progression across the attainment range, designing effective learning across a series of lessons • Committed to meeting the needs of all children • Has an awareness of the principles of effective assessment which empowers children as learners • Understands the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; • Understands and demonstrates effective teaching and learning styles. • Good understanding of a range of positive behaviour management strategies • Trauma Informed Approach | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> |
| <p>Professional Values and Practice</p> <ul style="list-style-type: none"> • A person who has the commitment to support the Leadership team and Governors to provide an outstanding start for all pupils. • Is committed to their own professional development. • Is a creative thinker, who strives to embed innovative practice and strategies to improve learning for pupils. • Consistently reflects the highest levels of professionalism as a role model at all times and demonstrates the school's aims and values at all times | <p>E</p> <p>E</p> <p>E</p> <p>E</p> |

How to Apply

Application Process

The application process for this role is a 2-stage process:

- Application form
- Interview

To be considered for this role you must complete the LDST application form. We are unable to accept CV applications, or applications from agencies.

Once the closing date has been reached all applications will be reviewed. The candidates who best demonstrate the skills listed in the person specification in their application will be invited to interview.

To ask any questions, or to submit your completed application form, please email emma.ainsworth@ldst.org.uk or call 0151 526 1378

LDST reserves the right not to progress candidates to the next stage of the process, or not to appoint to the role if candidates fail to demonstrate the essential criteria in the person specification.

Applicants from overseas are advised to obtain an overseas criminal check before they apply for a visa as the post is in the education sector.

Closing Date: 21-10-25

Interview Date: 04/11/2025

Start Date of Post: 05-01-25

Please contact the school office on 0151 526 1378 or email emma.ainsworth@ldst.org.uk to arrange a visit.

Our Trust Prayer

Heavenly Father,
Let peace, friendship and love grow in our schools.
Send the Holy Spirit to give
excellence to our learning
love to our actions and
joy to our worship.
Guide us to help others,

so that we may all
Learn, Love and Achieve, Together with Jesus.
Amen