

**St. John's Church of England
(Voluntary Aided)
Primary School**

Ofsted and SIAMS Outstanding



**Teacher
Information Pack
Autumn 2020**



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Autumn Term 2020

Temporary Maternity Cover Teacher from January 2021

Dear Applicant

Welcome, and thank you for your interest in our vacancy for a Teacher to cover a maternity leave here at St. John's where I have been Head Teacher since 2006. We are a school with a visible Christian distinctiveness and our ethos is key to all we do and achieve. We have recently revised our vision and values to ensure they truly reflect where we are and the direction we want to take.

We are a growing school, having opened a superb new building in September 2017 and continue to expand to two-form entry. We value and invest in professional development and have created a successful bespoke in-house training and development scheme for teaching staff.

The school was graded Outstanding in all areas in January 2016 and we have continued to develop and progress. We achieved the Gold Quality Mark for RE again last academic year.

I am privileged to work with a committed and supportive school community who all invest in our children's learning and development. We have excellent teams of teaching and support staff, a prolific school association and an encouraging and ambitious governing body; all embedded in school life.

This pack and our website provide a lot of information about us but I strongly encourage you to visit before applying, to be welcomed by our children and staff and to see our splendid buildings and expansive grounds.

This is a happy school where children are excited by learning and I very much look forward to meeting and showing you around.

Martina Martin
Head Teacher



Our vision, values and motto which have served us well but are now being revised

Our **vision** for the school is

that all may
love learn and flourish

We try to live out these **values** in our everyday lives:

peace

compassion

joy & wonder

trust

generosity

We only have one **school rule** as we believe that if we follow this rule, we will always do the right thing. Our rule is:

Love one another



About our school

You are encouraged to browse our website where you'll find a wealth of information about us and get a good feel for what we are about; but here are a few highlights.

We are all very proud of our school...

The original school was housed in an old cottage in 1834. The current Noah building was opened in 1954 when St. John's was a one-form entry school until September 2016 when we started to expand to two-form entry. We are a popular oversubscribed choice of school and had an ad hoc bulge class over recent years but now welcome our requested permanent expansion to enable more children to be taught here. We have ensured that the cherished feeling of 'St. Johns-ness' has not declined while expanding, and that our ethos continues to flourish.

We named our wonderful new building Ark which includes a splendid outdoor area for our reception children, an amazing hand-crafted ark on the stairwell and an upper floor Wheelhouse complete with a ship's wheel. The well-maintained older building is named Noah and children and staff are using all the empty classrooms effectively until we are fully two-form in 2022.

Our grounds have a huge and much valued playing field, two large playgrounds, and a peaceful Spiritual Garden for quiet play and reflection. We opened our Olive Branch Café 18 months ago and it has proven popular with carers and parents before and after school.

As a Church of England Voluntary Aided Primary School we work in partnership with St. John's Church which is right next door – we even have our own gate in our grounds. The Revd. Lu Gale regularly leads our worship and is a full member of our Governing Body. We also work closely with the Southwark Diocese Board of Education and are proud to have been graded Outstanding in all areas in our last Statutory Inspection of Anglican and Methodist Schools (SIAMS); we also achieved the Gold Quality Mark for RE in 2015 and again in 2019.

Our Governing Body is very much a part of the school and our governors reflect the skills and expertise needed to lead and support us. Our Chair of Governors is a National Leader of Governance (NLG) and our governors are not only spotted in our school regularly but also support other school's governing bodies. We have a good balance of external, parent and staff governors are fortunate that our parent governor elections usually have several candidates. As a VA school, the Governing Body is the employer.

Our children participate in a wide variety of popular and successful clubs and groups, including music, chess and sports, much of which is provided internally; we have a Breakfast Club and after school provision; and as part of our Staff Wellness programme we have a weekly fitness class for staff here at school plus access to join the local Trinity Sports Club at reduced rates.

The St. John's School Association (SJSA) is thriving and contributes tremendously to school life financially and socially, with numerous successful events throughout the year.

Our last Ofsted Inspection in 2016 resulted in us being graded Outstanding in all areas. This was the result of a hardworking and dedicated school community, all of whom were thrilled and proud to be formally graded Outstanding. A few quotes:

- *This is a school which helps pupils develop a love of learning.*
- *Leaders have created a culture of high aspirations where no child is left behind.*
- *Teachers use highly skilful, probing questions to get to the heart of what pupils understand.*
- *Teaching assistants are highly focused on the development of pupils' learning.*
- *The curriculum has many significant strengths.*

The full Ofsted report is on our website, please do have a look (under 'About')



School Development Plan 2019/20

Our School Development Plan is monitored and RAG rated by our committees, with a termly overview by the full Governing Body (FGB).

Our reading

One of the top priorities in motion this academic year is to further embed our reading culture to ensure our early readers are on track from day one with us.

With the likelihood of a Statutory Inspection of Anglican And Methodist Schools (SIAMS) in this next year we are also focussing on:

Our ethos

To further improve the ethos of the school, so that all children show high levels of love and respect towards all members of the school community we look at the wide spectrum of behaviour including consequences, reinforcement and rewards, and de-escalation strategies. We are also reviewing our policies to ensure clear links and consistency.

and

Our distinctiveness

Our main success criteria is that a revised vision is clear and known by all our community. We are ensuring that the global and multicultural nature of Christianity as a world faith is celebrated and that our website presents a clear Christian message. We develop our children to be courageous advocates for local, national and global deprivation and provide our children with opportunities for their own spiritual development.

Our Governing Body Committees

Each autumn, committees suggest areas of development to the GB for ratification. In addition to the examples of objectives for 2019/20 below, our governing body has also committed to raising funds.

Policy & Finance Committee: to review the structure of the office and premises staffing.

Personnel: to review the policy schedule and the HR provision, implement a Wellbeing policy, and keep the workload agenda under review.

Ethos: continue to support the preparation for SIAMS, monitor Collective Worship; and embed our new vision and values.

Premises: make the school more environmentally friendly and sustainable; and rejuvenate our Spiritual Garden.

Curriculum & Standards: to introduce and embed a new phonics scheme for Y1 and embed a whole-school reading culture; and develop middle leaders/subject leaders.

Data

This is our latest available KS2 attainment – more information is on our website (under 'About/Academic Achievements')

31 children	% At expected standard (100+ scaled score)					% Achieving a High standard (110+ scaled score)				
	Reading	Writing (TA)	Maths	RWM	GPS	Reading	Writing (TA)	Maths	RWM	GPS
St Johns	91%	94%	94%	85%	94%	63%	41%	50%	31%	50%
National	73%	78%	79%	65%	78%	27%	20%	27%	11%	36%
difference	+18%	+16%	+15%	+20%	+16%	+36%	+21%	+23%	+21%	+14%



Advert

St. John's CofE (VA) Primary School
Spring Park Road
Shirley
Surrey
CR0 5EL

020 8654 2260

Temporary Class Teacher to cover a maternity leave Experienced or NQT for January 2021

Tenable: 4th January 2021

Salary: MPS/UPS

Contract: Temporary full-time maternity cover (part time will be considered)

As an expanding school there will be a permanent full-time teaching position for September advertised on our website in the coming months.

St John's is a vibrant and happy expanding primary school with a distinctive Christian ethos and good public transport links. We are offering an exciting opportunity to be part of our excellent teaching team from January 2021 to cover a well-loved member of staff's maternity leave and we would welcome applications from teachers at all stages of their career: experienced teachers, teachers at the beginning of their careers and NQTs.

We offer:

- Highly motivated and happy children who strive to achieve their best
- A friendly, supportive and dedicated team of colleagues
- An excellent, spacious and innovative learning environment in our brand new building
- High quality bespoke opportunities for professional development.

Are you:

- A creative and inspirational teacher?
- Innovative and passionate about learning?
- Committed to raising standards and helping all children to achieve their best?

If so, we'd love to hear from you and encourage you to watch the virtual tour of the school <https://www.st-johns.croydon.sch.uk/about/take-a-tour/> and then ring the school office on 0208654260 to arrange a chat or perhaps a visit in person.

Corona virus*

Our school is adhering to all relevant government guidelines. Should a visit or interview be arranged we would continue to take all available precautions to ensure the safety of our children and visitors.

Closing date: Please submit your application as soon as possible as we will be short-listing on receipt of applications.

Our information pack, JD/Person Spec, application forms & guidance can be downloaded from our website. Assessment and interview arrangements will be discussed with shortlisted candidates.

St John's CofE Primary School is an employer committed to safeguarding and promoting the welfare of children. All appointments will be subject to vetting, including an enhanced DBS check and childcare disqualification Declaration. References will be also be sought. Photographic identification and certificates of all relevant qualifications will need to be provided at the interview stage. In line with the General Data Protection Regulation (GDPR) and the expected provisions of the Data Protection Act 2018 (DPA 2018) the school is responsible for holding and protecting personal data. The school is required to share some data with the Local Authority and the DFE. For further information on who we share data with please see our website for our Privacy Notice.



Our welcoming Octagon Entrance



Our recruitment process for teachers

Corona virus

Our school is adhering to all relevant government guidelines. Should a visit or interview be arranged we would continue to take all available precautions to ensure the safety of our children and visitors.

Process

Our information pack, JD/Person Spec, application forms and guidance can be downloaded from our website.

Please submit your application as soon as possible as we will be short-listing on receipt of applications.

Assessment and interview arrangements will be discussed with our shortlisted candidates.

Visit

Prospective applicants are encouraged to book an appointment to visit the school.

Please contact the school office to book an appointment - or to book an informal chat.

Application

Candidates should read the job description, person specification and guidance carefully and then complete our application form which can be downloaded from our website.

CVs will not be read by the short-listing panel.

Please ensure you set out clearly **how** you meet the criteria in the person specification, as these are the defined criteria the short-listing panel will use to assess each application. The overall quality of each application will also be assessed.

Applications must be completed electronically and submitted by email to the address on the School's application form. You will be asked to sign a hard copy of your form at interview if you are shortlisted.

Short-listing

Short-listed candidates will be contacted directly.

Applicants not short-listed will be informed by email and once the recruitment process is completed, the data relating to unsuccessful applicants will be stored for a maximum of 6 months and then destroyed.

Shortlisted candidates

Shortlisted candidates will be invited for assessment and interview that is likely to include a class observation, meeting the school council, and a formal panel interview. *See *Corona virus notes above.*

References will usually be sought prior to interview.

Please note: All shortlisted candidates are asked to bring original certificates of qualification relating to the post to interview, together with identification that confirms they have the right to live and work in the UK.

Outcome and feedback

The successful candidate will be made a verbal offer as soon as possible.

Unsuccessful candidates will be informed as soon as possible and offered an opportunity for feedback.

Pre-employment Checks

All offers of employment are conditional upon receipt of satisfactory references, medical clearance, evidence of any essential qualifications and a Disclosure & Barring Service Check. Verbal offers of employment will be confirmed in writing once all pre-employment checks have been carried out; that application form will be retained on the personnel file.