

# Fulbourn Primary School

## Dare to Discover



### Candidate Pack—Class Teacher

Fulbourn Primary School  
School Lane  
Fulbourn  
Cambridge  
CB21 5BH

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# Contents

- Introduction from the Chairs of Governors
- Introduction from the Headteacher
- Visions and Values
- Class teacher application process
- Copy of the job advert
- Job description
- Person specification

## Introduction from the Chairs of Governors



A very warm welcome to our school. At Fulbourn Primary School we want to be at the heart of the village community, working together to make both the school and the village a great place to be. All schools have their own distinctive feel, which makes each one unique.

We believe that what makes our school unique is the way our children are encouraged to be independent; that they have something to offer which is valued and that their learning journey is something that they can shape. Visitors often reflect on the wonderful atmosphere which combines this curiosity for learning with compassion, enthusiasm for creativity, and permanent emphasis on building courage and self-belief.

The school was last inspected by Ofsted in October 2022 and the overall performance was judged to be good. We are proud of our very good academic results. Overall attainment is above both local and national averages and high achievers are leaving with results which show that they are being stretched.

We are proud of our school environment that will in time, enable us to expand to two-form entry, accommodating building developments in our village.

We look forward to welcoming you to our wonderful school.

Joy Eldridge and Jennifer Caisley  
Chairs of Governors  
[jelderidge@fulbourn.cambs.sch.uk](mailto:jelderidge@fulbourn.cambs.sch.uk)  
[jcaisley@fulbourn.cambs.sch.uk](mailto:jcaisley@fulbourn.cambs.sch.uk)



## Section 1

### An introduction by the Head Teacher

At Fulbourn Primary School, we believe that children learn best when they feel happy, safe and secure. We create a nurturing environment and set challenging targets for pupils and staff. As a result, children at our school thrive and fulfil their potential. We want all children to feel that they have something to offer that is valued. We believe they should be excited about and enthralled by learning, brimming with further questions that they want to explore. When you visit our school, you will find children are motivated, inquisitive and keen to extend their learning.

At Fulbourn Primary School, we place great importance on knowing all children as individuals; this is a strength that is recognised by external education advisers and inspectors. When children start in the reception year, staff visit families at home to begin a partnership between the child, their parents and the school that is at the heart of that child's success and happiness.



### Vision and Values

Our vision statement, 'Making aspirations achievable', reflects our commitment to ensuring all pupils leave the school equipped with the skills and knowledge necessary to pursue their dreams. Four core values underpin our decisions and actions and are symbolised in our school logo. These are known as the 4Cs:



We have chosen these as core values because we believe that:

Children who have **courage** and self-belief are most likely to achieve their aspirations.

Children who are **curious** about learning will question the world around them and always challenge themselves and others.

Children who have **compassion** will be, and teach others to be, better human beings.

Children who are **creative** will be able to solve the problems of the future.

To enable children to achieve these qualities there are four key aims for school staff. The first is to provide children with memorable learning experiences. Secondly, children must be nurtured as individuals and helped to recognise what they have to offer as members of society. Thirdly, we must motivate and inspire children to achieve the highest standards in basic skills. Finally, staff must ensure children have the opportunity to achieve in all areas of learning and excel in those in which they have a passion or talent.



## Class Teacher

Thank you for your interest in our vacancy for a Class Teacher. We are pleased to share with you the candidate pack for this post. In addition to the information already shared, you will also find the following:

- A copy of the job advertisement
- Job description and person specification

Accompanying this pack, as separate documents, are

- The School's Safeguarding and Child Protection Policy
- Application form
- Privacy Notice for Job Applicants

We warmly welcome and encourage visits to the school.

Applications must be submitted on the official application form and should be accompanied by a covering letter telling us how you meet the requirements of the person specification. Please return your completed application by email to [hr@fulbourn.cambs.sch.uk](mailto:hr@fulbourn.cambs.sch.uk). You can also post your application or hand it into the school office.

If there is anything further that you would like to know, or to arrange a visit to the school, please email Jo Bouttell, Business Manager at [hr@fulbourn.cambs.sch.uk](mailto:hr@fulbourn.cambs.sch.uk)

We look forward to hearing from you.



## Join our team and make a difference.

**Class Teacher**

**Full Time, Permanent Appointment**

**Start date 1st September 2024**

**Suitable for newly qualified teachers (ECTs) and experienced teachers.**

**Closing date: 9.00 a.m. on Friday 17th May 2024**

**Interviews to be held on Monday 20th May 2024**



Fulbourn Primary School is a **fabulous place to work!** We have an experienced and supportive staff team who enjoy working together and are not afraid to try new things. Staff wellbeing is important to us as we believe children are best supported by adults who are happy, motivated and enjoy their job. Staff tell us they feel well supported by leadership and each other; they love working at our school.

**Our children are certainly the best thing about our school:** they are interesting and interested. They enjoy our personalised curriculum, built upon a series of essential experiences that aim to make learning meaningful. Our beautiful school site is the perfect setting for lots of outdoor learning so we make good use of the natural environment around us. Our ecology curriculum supports children to connect with the natural environment and makes good use of our pond, allotment and forest school areas. Our inside spaces are just as creative with a reading 'Hive', design and technology room and community art gallery.

We are looking for a teacher to join our knowledgeable and supportive team. We are interested to hear both from experienced teachers looking to apply their skills in a new setting and those at the beginning of their career. We are committed to staff professional development and will provide you with the right support to help you thrive at work. In return, we are seeking energy, positivity and a commitment to supporting the very best outcomes for each and every pupil.

Visits are encouraged and we will be keen to welcome you. Please email our School Business Manager, Jo Bouttell, to arrange an appointment—[hr@fulbourn.cambs.sch.uk](mailto:hr@fulbourn.cambs.sch.uk)



# Job Description—Class Teacher

**Reports to:** Headteacher

**Grade:** Main Scale

**Hours:** Full Time

*As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School's ethos, policies and practices, under the direction of the Headteacher*

## **Main purpose**

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

## **Duties and responsibilities**

### **Teaching**

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

## **Health, safety and discipline**

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

## **Professional development**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

## **Communication**

- Communicate effectively with pupils, parents and carers both verbally and in writing, demonstrating fluency in English language

## **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

## **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Treating pupils with dignity, building relationships rooted in mutual respect and always observing proper boundaries appropriate to a teacher's professional provision
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of the law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

## Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

## Other areas of responsibility

- Successful leadership of a subject/curriculum area resulting in the raising of standards (desirable though not necessary)

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

This job description will be reviewed and updated periodically in order to ensure that it related to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Headteacher/Manager in consultation with the post holder, In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.





## Person Specification

Criteria	Essential	Desirable
<b>Qualifications and experience</b>		
<ul style="list-style-type: none"> <li>Degree</li> <li>Qualified teacher status</li> <li>Successful primary teaching experience</li> </ul>	/	
<b>Skills and knowledge</b>		
<ul style="list-style-type: none"> <li>Knowledge of the National Curriculum</li> <li>Knowledge of the Early Years Foundation Stage</li> <li>Understanding of quality in learning and teaching and how to achieve excellence</li> <li>Good understanding of the different ways that children learn</li> <li>Ability to adapt teaching to meet pupils' needs</li> <li>Ability to build effective working relationships with pupils</li> <li>Ability to motivate and stimulate pupils of all abilities to enjoy learning.</li> <li>Ability to create a happy, challenging and effective learning environment</li> <li>Knowledge of guidance and requirements around safeguarding children</li> <li>Knowledge of effective behaviour management strategies</li> <li>Good ICT skills, particularly using ICT to support learning</li> <li>Ability to communicate effectively orally and in writing to a range of audiences, deal sensitively with people and resolve conflicts</li> <li>Knowledge of best practice and procedures for safeguarding children and young people</li> <li>Ability to use research to inform practice</li> <li>English language fluency in written and oral communication</li> </ul>	/	/
<b>Personal qualities</b>		
<ul style="list-style-type: none"> <li>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>Strong belief in delivering the full curriculum to develop the whole child.</li> <li>A solution-focused mindset and determined "no-excuses" approach to raising standards</li> <li>High expectations for children's attainment and progress</li> <li>Ability to work under pressure and prioritise effectively</li> <li>Commitment to maintaining confidentiality at all times</li> <li>Commitment to safeguarding and equality</li> <li>Builds excellent rapport with all</li> <li>Prepared to be involved in the whole life of the school.</li> <li>Is adaptable to changing circumstances and new ideas.</li> </ul>	/	

## Safeguarding statement

Fulbourn Primary School is committed to safeguarding and promoting the welfare of children and young people and all staff and volunteers must share this commitment. All posts are subject to pre-employment checks and the successful candidate will need to undertake an enhanced DBS check.



We hope that you have found our Candidate Pack a useful introduction to Fulbourn Primary School. Please remember that there is much more information available on the [website](#) and further questions can be answered by speaking to Leanne, Philippa or Jo at the office.

We look forward to meeting you!

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