



The Collegiate Trust  
Exceptional Education for All

**Class Teacher**

## Information for Applicants

<b>Academy</b>	<b><i>Gossops Green Primary School, Crawley</i></b>
<b>Required</b>	<b>September 2019</b>
<b>Salary</b>	<b>TCT1-11 (<i>Range £24,859 - £36,157</i>)</b>
<b>Closing Date</b>	<b>Friday 26th April</b>
<b>Interviews</b>	<b>Wednesday 1st May</b>



# Welcome



Dear Applicant

Thank you for your interest in the post of **class teacher**. I hope that this information pack will help you to learn more about our fantastic school and that you will be excited about the prospect of joining our excellent team. High quality and well supported staff are crucial for the success of our children and, as a large primary school, we are able to offer a comprehensive professional development package to ensure that they are provided with the best possible teaching and support.

Opened almost 60 years ago, *Gossops Green Primary School* is an established and important part of our local community and is at an exciting time in its development. We are part way through our expansion to 3 forms of entry which will mean the school will grow to 630 children over the coming years. We joined *The Collegiate Trust* and converted to academy status on 1<sup>st</sup> November 2016 and have benefitted from the support which that brings. We have received significant capital investment over the last few years which has expanded the school and improved many of our facilities. Colleagues joining the school will be coming to a vibrant and ambitious learning community which works in a highly collaborative manner.

*The Collegiate Trust* has a clear vision to deliver *exceptional education for all*. Our pupils are well-motivated and a pleasure to work with, whilst our staff are talented, hard-working and ambitious for themselves and others. Our excellent facilities enable us to provide the very best learning environment and learning experiences for our pupils and it is the combination of these factors that leads to the improving standards at our school and the enviable reputation that *The Collegiate Trust* has built. I am very proud of what we do and what we have achieved at *Gossops Green* and I hold the highest aspirations for what we will do and achieve in the future.

Whether you are at the very beginning of your career or are looking to develop your experience, a school within *The Collegiate Trust* is a great place for professional growth. NQTs benefit from a focused induction period, prior to appointment, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development. Our aim in all appointments is to appoint colleagues who will share our aspirations and make a major contribution to building the best life chances for our pupils.

I would be delighted to receive an application from you if, upon consideration, you feel that this role and the Collegiate may be right for you. To submit an application, please complete the form on the Trust website, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification. If you have any further questions about this post or would like to arrange a visit prior to the interview day, I would be pleased to speak with you; please feel free to telephone me at *Gossops Green*.

Yours sincerely

**Mrs P Farrelly**  
**Principal**

# Key Information

Our school is located in *Gossops Green*, a neighbourhood in the north-west of Crawley in West Sussex, although children travel to learn at our school from across Crawley and beyond. We have amazing pupils and a talented team of staff and governors, who all work together to make learning fun and purposeful.

We are a large, 3-form entry school. We are therefore a very vibrant and busy community which our pupils value and in which they can thrive.

We are lucky to have lots of fantastic facilities for our children, including; a large field and play areas with a wide range of equipment, e.g. climbing frames, a 'Peace Area' for those who want to chat quietly, large playgrounds, a wildlife area and pond, learning zones for reading and a new IT suite.



Teachers	20 fte	Reception	71
Education Support	29 posts	Year 1	88
Administration	4	Year 2	87
Premises	1	Year 3	85
Principal	Mrs T Farrelly	Year 4	88
Deputy Principal	Mrs S Dunne	Year 5	73
Assistant Principal	Mr M Warwick	Year 6	73
		Total	565

*You can find out more information about our school, and our Trust at the following websites:*

[www.gossopsgreen.com](http://www.gossopsgreen.com)

[www.tct-academies.org](http://www.tct-academies.org)





The Collegiate Trust  
Exceptional Education for All

## Our Partnership of Academies

The Collegiate Trust exists to improve education in Crawley, Croydon and surrounding areas. We work in partnership with academies whose values and approaches align with ours, and who want to work collaboratively within a forward thinking and ambitious organisation.

### Academies in The Collegiate Trust

- maintain a strong individual identity within a powerful local partnership
- work collaboratively to improve education in each of our partner schools
- achieve value-for-money on highly cost-effective services delivered through the Trust
- have the opportunity to contribute to the development of outstanding new provision where it is needed, through the free schools programme
- drive forward standards within their school under a well-supported but autonomous Principal and a strong Local Governing Body
- deliver our mission of **Collaboration to Deliver Exceptional Education** and achieve our vision of **Exceptional Education For All**



### Our Vision

Our vision for The Collegiate Trust is to deliver **Exceptional Education for All** in safe and nurturing environments.

Such an exceptional education has three features:

- A rigorous academic education which makes sure young people have a rich understanding and knowledge of a wide and relevant curriculum
- A set of creative learning experiences which involves all young people in (and develops an appreciation and understanding of) the creative, performing and physical arts
- The building of personal qualities and skills through the rich curricular and extra-curricular work in the academy and beyond, developing successful adults who respect each other and their surroundings

## Our Values

### AIMS

Respecting one another

Encouraging one another

Aiming high in all we do

Learning together



## Our Approach

'When we are nervous about something - pretend it's something that you like and then just do it... If we have done something wrong - we can just check it. We can learn from our mistakes.'

**Beth and Zac, Y3.**

Responsibility means being responsible to have all your things when you come to school. It also means if you are struggling to do something and you are advised to do it a certain way - it's your responsibility to take the advice.'

**Sheryl, Y4**

'Be resilient in your work and concentrate.'

**George, Y2.**

'Try to be the best you can be - not to give up when things are tough. When I wasn't confident in my maths, I was struggling and I didn't give up and got 25 out of 25.'

**Tabenna, Y4**

'It's ok to make mistakes because you know you are learning... never giving up on things when they are tricky.'

**Zeelsi, Y2.**

'Teachers tell us not to say, 'You can't do it,' but to say, 'You can't do it yet.'

**Ollwia, Y5**

# Teaching at Gossops Green Primary School

## Growth Mind-set

At *Gossops Green Primary*, we do not believe that intelligence is fixed and work as a *growth mind-set* school.

We use mixed attainment groups by default, but this does not mean that a group cannot be segregated for a one-off input following assessment for learning.

We remove barriers to *growth mind-set* so that children:

- ✓ recognise that intelligence can continually be improved through effort
- ✓ thrive on challenge
- ✓ throw themselves into difficult tasks
- ✓ are self-confident
- ✓ ignore the sometimes-lower aspirations of those in the world around them
- ✓ react to failure by trying harder
- ✓ engage in self-monitoring
- ✓ have learning goals
- ✓ like feedback on their performance so they can improve
- ✓ are not driven by rewards but by the intrinsic worth of the learning task
- ✓ value process over product (it is the learning that matters)

## Aspiration

We have the highest aspirations for all our children. We are fortunate to have specialist teachers for Spanish, Music and PE. **Communication** is at the heart of our curriculum design. We believe that pupils at Gossops Green should become highly effective communicators prepared for an ever changing world.

## Planning

Short term plans are written personally by each teacher to adapt the medium-term plans to the individual class needs. Planning includes the overall WALT linked to the learning journey, WALT and WILF specific to the lesson (*understand* content/*master* skill), introduction, activities (differentiated as appropriate), plenary, resources (including allocation of adult support) and key vocabulary. Wherever appropriate, WILF lists are used to focus learning on the desired objectives and to support pupils to develop self-assessment skills. When planning work for children with special educational needs, due regard is given to information and targets contained in the children's *Individual Learning Plans* or *Educational and Health Care Plans*, and *Individual Behaviour Plans*.



## Information about *The Collegiate Trust (TCT)*

TCT has grown out of *Riddlesdown Collegiate*, an **outstanding** (OFSTED, May 2016) secondary school in Croydon with almost 2000 students and over 200 staff; in 2017 Riddlesdown was awarded the *World Class Status Quality Mark*. *Gossops Green Primary*, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1<sup>st</sup> March 2018, *The Quest Academy* on 1<sup>st</sup> June 2018, and *Courtwood Primary* and *Gilbert Scott Primary* on 1<sup>st</sup> September 2018.

TCT educates over 4000 children and young people from nursery up to 18 years of age. The responsibility that places on us is huge, but we are excited by the positive impact we already have on the lives of so many. We also employ almost 600 staff, and recognise our responsibilities as an employer in looking after the great people who work with us. Our work in developing pedagogy is built on the very best classroom practice and we are driven by our determination to make a difference to our pupils and students; we want each of them to get a great education as a result of attending one of our academies.

Each academy within the Trust is supported centrally by our team of *Directors of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Chief Finance Officer & Director of HR* on business management and HR issues, the *Governance Manager*, and the *CEO* on wider leadership issues; the Director of IT leads the strategic development of this work across the Trust, with support on data and tracking also coming from the *Management Information & Data Team*. This complements rather than replaces in-school functions and allows the Principal and LGB to operate with a high level of autonomy in delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's *Board of Directors*.

## Schedule for Appointment

<b><i>Advert</i></b>	<b>Thursday 28<sup>th</sup> March</b>
<b><i>School Visit</i></b>	<b>Wednesday 24<sup>th</sup> April</b>
<b><i>Closing Date</i></b>	<b>Friday 26<sup>th</sup> April – Mid-day</b>
<b><i>Interview</i></b>	<b>Wednesday 1<sup>st</sup> May</b>

## Job Description

**Purpose of Post** To teach a full timetable across the age and ability range of the school, delivering agreed *Schemes of Work* and contributing fully to the life of the school.

**Reporting to:** Phase Leader

### Principal Accountabilities:

#### Curricular Leadership

- i. To teach an agreed timetable.
- ii. To prepare and teach effective lessons, ensuring regular assessment, including reporting to parents, informs all aspects of planning and supports improved standards.
- iii. To contribute fully to collaborative development and improvement within the year group, phase, school and Trust.

#### Pastoral Leadership

- i. Promote the general progress and well-being of individual pupils and of the class as a whole, liaising with colleagues to ensure the implementation of the school's pastoral system
- ii. To undertake duties at the direction of the SLT.
- iii. To promote and safeguard the welfare of all children and for whom you are responsible or with whom you come into contact.

#### Professional Leadership

- i. To participate in all performance management processes.
- ii. To maintain all professional standards as laid down by the school and the Trust.
- iii. To work with colleagues and governors to contribute to whole school improvement.
- iv. Through line management arrangements, ensure professional development needs are identified and addressed.

## Person Specification

**The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical and attendance checks.**

### Qualifications

Good honours degree

Qualified Teacher Status

### Experience

Effective working with young people of a range of ages and abilities

Evidence of making an effective contribution to a team

### Skills & Attributes

Ability to deliver high quality learning over time to all pupils in a class

Ability to provide effective pastoral care

Capacity to work alongside colleagues, contributing effectively to a team

Ability to quickly establish and maintain positive relationships with pupils, staff and families

Understanding of safeguarding issues and promoting the welfare of children and young people

Well-developed communication skills, including high level of written and oral literacy and competent ICT use

Suitability to work with children

Potential for professional progression

Commitment to extra-curricular activities

## How to find us



### By Car:

Please see map. Parking is available on and off site on the roads surrounding the school. Please do not obstruct the residents' garages.

### By Train:

The nearest station is **Ifield Station** (see map).

### By Bus:

Bus routes: 1 and 20, disembarking at Gossops Green Parade (shops)

**Gossops Green Primary School**  
Kidborough Road, Gossops Green, Crawley RH11 8HW

☎ 01293 525449

✉ [office@gossopsgreen.com](mailto:office@gossopsgreen.com)

🌐 [www.gossopsgreen.com](http://www.gossopsgreen.com)