



Inspiring children through creativity, challenge and confidence



Letter from the Chair of Local Advisors

Dear Applicant,

On behalf of the Local Advisors of Westende Junior School, I am delighted that you are interested in applying to join our teaching team at our wonderful school. As you know, we are looking to recruit a committed and inspirational class teacher.

At Westende, we are all about inspiring children through creativity, challenge and confidence. Our school is recognised as being a warm and welcoming place. Our experienced and dedicated staff team strive to ensure that every child achieves their best and we promote a love of learning that will stay with our pupils long after they have left us.

It's an exciting time for Westende Junior School as we have just joined a local multi academy trust, The Circle Trust, which includes our main secondary feeder school St. Crispin's. The focus, ethos and principles of the schools in The Circle Trust are very similar to those of Westende, with a commitment to inclusiveness and a core focus on achieving the highest educational outcomes. A key principle of this Trust is to allow all schools to retain and celebrate their own unique identity and ethos. By joining the MAT, we will continue our pursuit of excellence of provision whilst protecting us from the worst effects of austerity and allowing us greater flexibility in purchasing services.

I hope the information in this pack will help introduce you to Westende, to the type of teacher we are looking for, and whet your appetite to come and visit us. Wokingham is a lovely town, and Westende is a well respected and high achieving school.

We are excited about the future of the school and the part that will be played by our teachers. If you think this sounds like an opportunity you would enjoy being part of, the staff, the Local Advisors and children look forward to meeting you.

Best Wishes

Jane Ainslie
Chair of Local Advisors



About Westende Junior School

Westende Junior School was established in the early 1970s. Two schools were formed from the expansion of the then Wescott Primary School. Wescott Infant School, remains in the original listed building site whereas Westende Junior moved to new bespoke buildings within close walking distance.

Very close links with Wescott Infant School remain, with about 50 pupils transferring from KS1 to the Junior School annually (the remaining 10 places being filled from various other settings). Numbers on roll have been very stable over time.

As well as mainstream places, Westende was the first school in Berkshire to run an Autistic Spectrum Disorder (ASD) provision. This provision called The Acorns has been successfully run and part of the "DNA" of Westende for over 20 years. The Acorns is the junior aged ASD provision between The Little Acorns at Wescott Infant School and The Oaks at St. Crispin's Secondary School. There are currently 14 places in The Acorns.



About Westende Junior School

Academic performance is very strong over time and this is especially impressive given the above average number of children with special educational needs. Westende was judged as a Good school by OFSTED in 2020. Given the current and predicted performance there is very little risk of receiving a negative report and the school remains ambitious to seek in time an outstanding judgement.

Westende is especially known for its sporting prowess, and as well as having a bespoke MUGA, enjoys the use of a swimming pool.

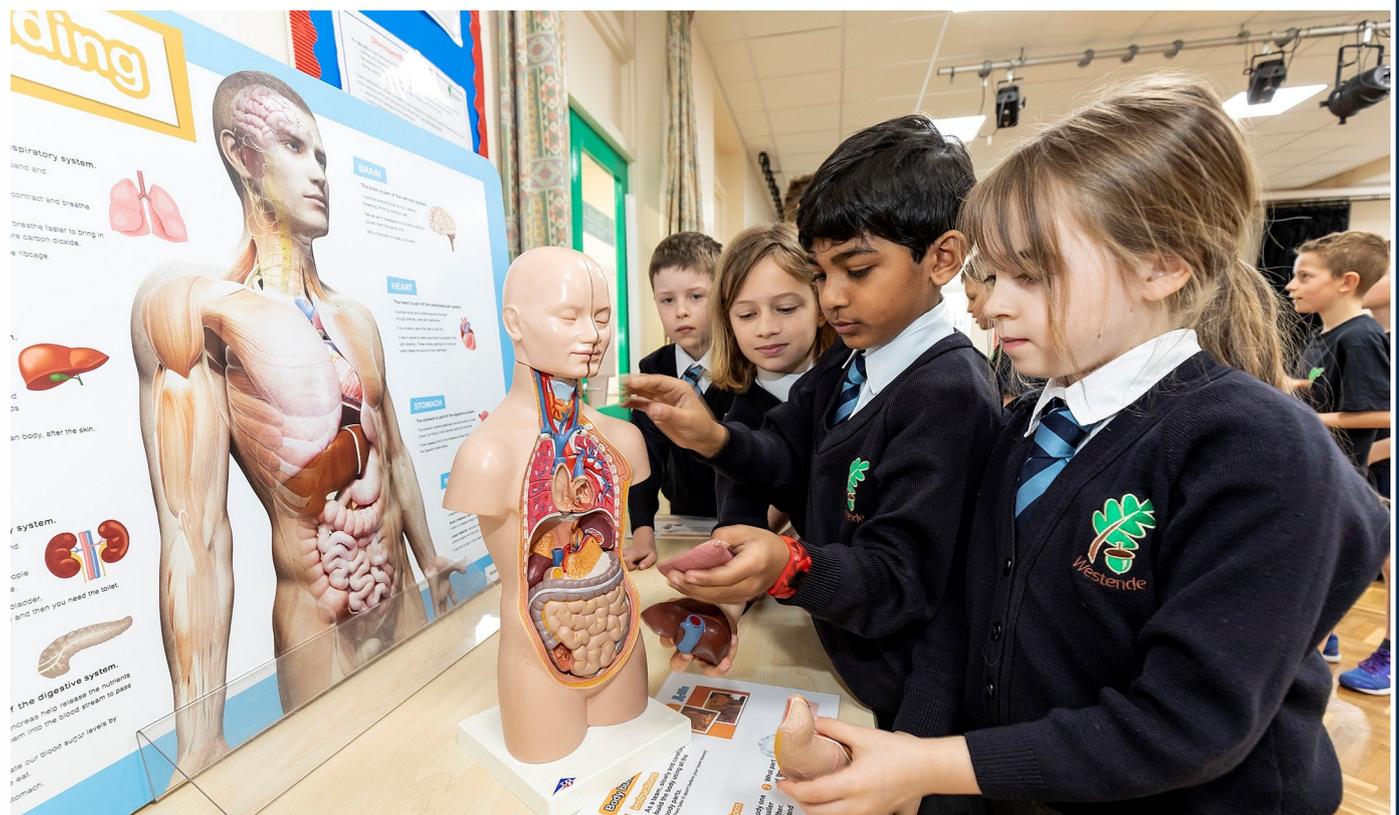
Our 10 Local Advisors have a strong skills matrix. Local Advisors individually bring a wealth of skill and commitment to the school. The governance committee arrangements have recently been rationalised to a Teaching and Learning sub-committee, Finance including Health & Safety sub-committee and as required a Pay committee. Two Local Advisors are elected parents and two are Staff elected as well as Headteacher.

Westende is part of Cluster called Town East which includes Wescott, St Teresa's, All Saints, Keep Hatch, St. Crispin's and St Pauls. The Cluster is very active providing children with a range of integrated learning opportunities delivered by all schools support and led by the Cluster Manager who is also the Chair of Local Advisors at Wescott.



About Westende Junior School

Type	Academy
Location	Wokingham, Berkshire
Multi Academy Trust	The Circle Trust
Total pupils on roll	239
Pupils with an EHCP	12 (10 in Acorns Resource and two mainstream)
Pupils with SEN support	43
Attendance	96.6% (year to date)
Latest Ofsted Inspection	Good (inspected January 2020)
Total staff	46
Number of staff on leadership scale	3
Number of teachers	15
Number of teaching assistants	24



Our Values, Ethos and Vision

Our vision

Inspiring children through creativity, challenge and confidence

Our Ethos

To provide a nurturing, inclusive and inspiring learning environment which develops happy, confident children and ignites their passion for learning.

Our Values

RESPECT - HAPPINESS - RESILIENCE

Through our vision, we aim to enable our pupils to:

- Love learning new things, feel ready for the future and want to keep on learning
- Know what it feels like to be good at something and have achieved their very best
- Understand just how incredible they are, believe in themselves and have the confidence and resilience to follow their dreams
- Continue to grow healthy and strong and understand how to look after their body and mind
- Believe in a growth mindset, with the resilience to make mistakes and learn from them
- Have known friendship and learned how to get along well with other people
- Feel part of their community, proud of our school and inspired to make a difference





A guide to Wokingham

Wokingham has plenty to offer. Our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration and the population continues to grow. We are often found at or near the top of surveys for the best place to live and the best place to raise a family.

We are surrounded by spacious woodland areas and lush green fields. There are plenty of options for being active in the great outdoors – we are in close proximity to excellent mountain bike trails, water sport centres, play areas, skateboard parks, dry slope ski slope, golf courses and bridle paths. We have lots of other ways to keep busy with nearby cinemas, ice skate rink, ten pin bowling and theatres.

Wokingham has a strong community spirit which is highlighted by the fabulous May Fair, International Street Concert, Food and Drink Festival and Winter Carnival. The town truly comes alive during these events to celebrate living in Wokingham. There are also plenty of community events, concerts and performances throughout the year.

We are lucky to benefit from transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford as well as being just 40 miles from the centre of London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and is perfect blend of luxury and more affordable brands. Windsor is the home to world famous and official Royal residence Windsor Castle. Bracknell has just completed a multi-million pound regeneration to create a shopping and leisure destination.

Our region is home to many exciting events including world class racing at Ascot, family fun at Legoland, Championship Football at Reading and our neighbouring town of Windsor was the host of two Royal Weddings in 2018!

We love our town and we look forward to welcoming you.



WOKINGHAM
BOROUGH COUNCIL

Job Description

Job Title:	Class Teacher
Hours:	Full Time
Contract type:	Permanent
Reporting to:	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, so as 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
- Lead a curriculum subject



Job Description continued

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

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

Management of staff and resources

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



Job Description continued

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

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.



Person Specification

Criteria	Essential	Desirable
Professional Qualifications	Qualified Teacher Status Degree	
Experience	Experience of teaching Key Stage 1 or 2 pupils.	<ul style="list-style-type: none"> • Experience of teaching across the primary phase • Experience of teaching pupils on the autistic spectrum • Experience of leading a subject or whole school project
Teaching Skills	<ul style="list-style-type: none"> • Excellent classroom Practitioner with a good understanding of the National Curriculum and a commitment to the highest standards of teaching and learning. • The ability to create a happy, safe and challenging learning environment for children. • An understanding of how children learn and the ability to plan for effective and high-quality teaching across Key Stage 2. • An understanding of the principles and practices of assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children. • To have experiences of working with children with SEND. • The ability to meet all children's needs to ensure every child makes good progress including those with additional or complex needs or disabilities. • To be able to manage behaviour effectively using a range of strategies. • To be able to work as part of a team. • Ability to work with and deploy staff and resources effectively 	<ul style="list-style-type: none"> • Understanding of the SEN Code of Practice • Understanding of maths mastery • Experience of Talk4Writing or similar approach to teaching writing
Other Key Skills	<ul style="list-style-type: none"> • Excellent oral and written communication skills. • The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors. • Experience of implementing strategies to raise student attainment with evidence of success. • Confident user of ICT • Excellent organisational and time management skills and an ability to prioritise effectively. • Ability to set high standards and provide a role model for staff and pupils 	

Person specification

Criteria	Essential	Desirable
Personal Attributes	<ul style="list-style-type: none">• An outstanding passion and drive for teaching and learning• Commitment to equal opportunities• Boundless enthusiasm, determination and drive to inspire others to achieve high standards• Commitment to personal and professional development• Commitment to whole school improvement• Reliability, honesty and a commitment to maintaining confidentiality• Excellent organisational and time management skills and an ability to prioritise effectively• Open minded, self-evaluative and adaptable to changing circumstances and new ideas• Willingness to be involved in the wider life of the school• A growth mindset• A lively, creative and good-humoured approach to all aspects of teaching, management and leadership	

Job advertisement



RESPECT – HAPPINESS - RESILIENCE

“This is a happy school. Pupils say that they feel safe and valued.”

“Pupils who attend Westende Junior School have a thirst for learning.”

Ofsted January 2020

VACANCY FOR CLASS TEACHER FULL TIME SALARY: NQT/MPS

START DATE: SEPTEMBER 2021

We are looking for a creative and committed teacher to join our highly ambitious and forward-thinking teaching team in September.

We are looking for a teacher who is:

- Passionate about the development of our children
- Committed to high professional standards
- An enthusiastic and inspirational class teacher
- Have teaching experience within Key Stage 2

We can offer

- A warm welcome into a supportive team
- A commitment to your professional development
- Children who are keen to learn and love their school
- A supportive network of parents and local advisors
- Energetic and motivational leadership team who will embrace your ideas and value your contribution

Please telephone to arrange a school visit on 0118 978 6682. All visits will be arranged within COVID-19 guidelines. Further details and an application pack can be obtained from Catherine Churchill, School Business Manager, please telephone to discuss the position and request an information pack on 0118 978 6682, or email finance@westende.wokingham.sch.uk

Closing date for applications 9am Tuesday 4 May

Interview date Friday 7 May

The school is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to obtain an Enhanced Disclosure from the DBS.

Recruitment process

Safer recruitment:

Westende Junior School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post. This will include an enhanced DBS and checks on references.

School visits:

We welcome and encourage visits to the school. Please contact the school reception to make an appointment. All visits will be in line with current COVID 19 guidelines.

Application form:

Please complete the Circle Trust application form. This is the only form that will be accepted. You should ensure that your personal statement is no more than two pages of A4 and that it reflects your suitability in terms of the Person Specification.

References:

We require two references from all candidates, one of which must be from your most recent employer. If you are short-listed, the school will contact your referees without further reference to you.

Closing date:

The closing date for applications is Tuesday 4 May at 9am. Please send your application to finance@westende.wokingham.sch.uk All applicants will be acknowledged by email within 24 hours of receipt. If you do not receive such an acknowledgement, please contact Catherine Churchill via the school office.

Short-listing and interviews:

The selection panel will review all applicants against the Person Specification criteria as detailed in this pack. We will also check applicants for gaps in employment history. Those applicants that best meet the Person Specification will be contacted on Tuesday 4 May and invited to interview at Westende on Friday 7 May.

Checks:

If you attend for interview you will be required to bring photographic identification, proof of the right to work in the UK and proof of qualifications.

Offer of employment:

We will make a verbal offer of employment to the successful candidate by telephone. This will be followed up by a written offer which will be emailed. Any offer is made subject to satisfactory references, satisfactory DBS clearance, and any other safeguarding checks required and a satisfactory health check.

Unsuccessful candidates:

Unsuccessful candidates will be notified by telephone.

Data protection Act 2018:

The information that you provide us will be stored on the school's secure database and/or in a secure physical location and will be used only to process your application for the post of Class Teacher at Westende Junior School.



The Circle Trust, established in 2018, was created to serve the area of Wokingham and be geographically committed to surrounding area. The Circle Trust was borne out of a desire that all children and young people have an excellent well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.

The Circle Trust is a community of schools that have shared values and share an essential common ethos and vision for education and learning. At the centre of our work together is improving the educational outcomes for our pupils. We deliberately use the term “educational outcomes” to highlight that we value education in the widest sense whilst balancing our ambition to seek the highest academic performance. Currently, the Trust is made-up of six schools: St. Crispin’s Secondary School (neighbouring school to Westende), Nine Mile Ride Primary School, Shinfield Infant and Nursery School, Westende Junior School, Wescott Infant School and The Embrook School and continues to grow.

In the early days, we spent hours debating our name! We chose “The Circle Trust” as it symbolically reflects our approach, our way of working and indeed the ethos of how we operate. It is a name that is deliberately neutral and without association of a specific school. In our Trust, we know it is important to treat every school as individual and unique and feel strongly that a name shouldn’t be connected to a single institution. One of our core values is that of being inclusive and so we wanted our name to encapsulate all sorts of schools whatever their type or phase.

Collaboration is important to us. Being part of our multi-academy trust does not mean working exclusively within the Trust. We encourage schools to retain their relationships with other local and national partners. The Circle Trust is not, and will never be, a franchise model requiring schools to work in a regulated and specific way. We understand how to manage the balance between effective and efficient common systems whilst ensuring that the individual character and ethos of different schools is maintained.

We work in a very transparent way, where schools have the opportunity to influence and their views are taken into account. We don’t want to change schools, we want to help them be better. As a Trust we take this aligned approach and our ambition is clear, to improve the educational outcomes for children and young people.



The
Learning
Curve

Our Trust therefore provides the support and infrastructure that schools need to enable them to develop and improve, and for the school leadership and their local governance to achieve their objectives for their school. At the heart of our Trust is access to school improvement advice and guidance. We call this package of support “The Learning Curve!” As an all-through Trust (5 years – 18 years) The Circle Trust is able to provide school improvement advice and strategy based on consistency and fluency in education.



We are able to create and promote an educational environment for the 21st century with wide-ranging opportunities for our students; accommodating a wider breadth of activities for the more able pupils as well as enabling primary age pupils to access the secondary phase specialist teacher, resources and facilities more easily. Bespoke strategies to address the 'dips' in learning usually associated with transitions and transfers from school to school which begin with the opportunity for mixed age work, stage not age and learner mentoring and exploits distinctive opportunities for flexible deployment for staff. Simply put, we promote the potential to stimulate the development of imaginative approaches, which focus on achieving high levels of success for all.

The Trustees and I are delighted that both the Governing Body of Westende and The Circle Trust unanimously resolved for Westende to join our Trust. As a new Class Teacher, you join this school at an exciting juncture. If successful you will join a very special school that has years of past successes and is ambitious to continue that journey. You will find us really welcoming, warm and able to provide a great deal of professional support and fellowship.

If you want to know a little more about The Circle Trust, some more information can be found on the Trust's website www.thecircletrust.co.uk

Ginny Rhodes, Executive Headteacher

