



Perryfields Infant School

Applicant Information Pack



Welcome to Perryfields Infant School

Perryfields Infant School is a friendly and exciting place to work and learn. The school provides many exciting opportunities in which the children can develop their learning. Our website will give you just a flavour of life at Perryfields Infants. All the team here consider it a privilege when a parent entrusts their child to our care. As our aims state, we want to give young children a love of learning and a belief that they can indeed 'reach for the stars'!

Our School

Perryfields Infant School is situated within the heart of the residential area known as Springfield, Chelmsford. The school was opened in 1970 and comprises of a large hall with adjacent classrooms. The classrooms are paired with a shared area for art activities between them, which is ideal for team planning and working between year groups. There are six classrooms altogether, each pair of classes have shared resources, and teachers have joint PPA time. We have several quiet areas within the building which are used for small group work, nurture provision, a medical room, family room and a community hall. All classrooms have interactive whiteboards and visualisers to enhance teaching and learning activities.

The library and ICT suite are at the centre of the school. The library is bright, well stocked and organised. Children love choosing books, listening to stories or finding information to enhance their work.

"Perryfields Infant School remains a very exciting place for children to learn. It is underpinned by the school's strong ethos and core values. Pupils are enthusiastic, hard working, confident and articulate. In the words of one, they 'definitely like coming to school'" (Ofsted 2016).





Ethos and Performance

The School enjoys an excellent reputation within the local community and has been designated 'Good' by Ofsted. A high proportion of children at the end of Year 2 are working at a Greater Depth which is consistently above the National Average. Results in the Year 1 phonics checks have consistently been excellent and above the National Average.

But while the School attaches great importance to the pursuit of academic attainment and encourages its pupils to develop good learning behaviours, its vision, aims and values are keys to early and sustained success.

Vision, Aims and Values

To fulfil our mission statement, our aims are:

- To lay the foundations for lifelong learning
- To create a school community where everyone values, listens and respects each other
- To engage all children in a challenging, creative and fun learning experience
- To encourage everyone to realise their potential and be proud of their achievements
- To develop a happy and confident approach to life within a safe and healthy environment

Our Vision

Our vision for Perryfields Infant School is to have a nurturing and caring school community where young children progress academically and develop the necessary skills and knowledge for a successful life. By the time the children leave us to begin the junior stage of their learning journey, they are fluent in reading, writing and mathematics and have the confidence to tackle many different tasks. To achieve our vision and aims we will work closely together with parents, carers and the wider community.

School Ethos

Our school ethos is tailored around 8 Core Values which underpin the whole-school ethos and are reviewed and selected every three years by the current children, parents, governors and teaching team. These are the values that our school community thought were important to develop and instil in our young children. These are used and referred to throughout the school day, during assemblies, extra-curricular activities and throughout our PSHE and SMSC curriculum.

Our current Core Values are:

- **Curiosity**
- **Teamwork**
- **Respect**
- **Responsibility**
- **Enthusiasm**
- **Perseverance**
- **Honesty**
- **Self-belief**

“Pupils are very positive about their school, which they say is ‘welcoming fun and exciting’. They are enthusiastic about the opportunities you offer in terms of extra-curricular activities”.



Working at Perryfields Infant School

The basis of the school's success is the enthusiasm of pupils and the quality and commitment of staff. The staffing team has a strong collaborative approach and provide both a supportive and critical friend attitude. This positive ethos has resulted in high staff retention.

In 2018, Perryfields Infant School was one of the founding member schools of The Chelmsford Learning Partnership Multi-Academy Trust (CLP) together with several of the local cluster schools who all share the same aims and ethos. The school is conscious of the need to provide staff with every opportunity for career development both through the local Teaching School alliances and the fantastic range of opportunities provided by the Trust's Subject Hubs, joint CLP staff meetings and training INSET days.

The School and Trust offers a wide range of benefits to teaching staff, including:

- A strong commitment to professional development and whole school training and individual courses;
- Membership of the Teachers' Pension Scheme (TPS);
- Access to an EAP Health Assurance programme for you, your partner and dependents;
- Experienced and supportive Senior Leadership Team
- Free parking;
- A strong commitment to reviewing and reducing teacher workload;
- Opportunities for career progression within the Trust.





General Requirements

All school staff are expected to adhere to the School and Trust values and ethos through their conduct, manner, appearance and commitment to the children and their role. Perryfields Infant School is committed to safeguarding, inclusion and promoting the welfare of children and young people and expects all staff to share this commitment.

How to Apply

Please apply for the post via the online application linked to the advertisement <http://www.essexschoolsjobs.co.uk>. All applications should include a supporting statement, outlining your suitability for the role and clearly referencing both the Job Description and the Person Specification linked to the advert.

Candidates who are invited to interview will be required to bring an original identification document and proof of eligibility to work/reside in the UK, as well as documents confirming educational and professional qualifications. Candidates must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Any candidate wishing to seek additional information about the school or the role should visit <https://www.perryfieldsinfantschool.org.uk/website> or contact office@perryfields-inf.essex.sch.uk

If you would like to visit the school please contact the office on **01245 268714**. We would be delighted to meet you. Our friendly, hard working approachable team would be happy to welcome you.

Mrs A. Reid
Headteacher





Recruitment and Selection Policy Statement

The Perryfields Infant School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities.

We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a

person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

NB: It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.



The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388.
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