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Dear Applicant,

Thank you for your interest in working at Elstow School, part of Advantage Schools. This is an exciting opportunity to join a brilliant forward-thinking team to accelerate the achievement of pupils in the school. We are adding capacity! The role is for a teacher, probably in KS2 though we will decide exactly how to utilise the extra capacity once we know who the successful candidate is.

We are a two-form entry school with a great reputation and good outcomes. We believe that 'given the right circumstances, all children are capable of extraordinary things'. I am passionate about ensuring the highest quality of education by means of a fully enriched knowledge-based curriculum, training and development for teachers which embodies a high challenge, low threat ethos, and high expectations of behaviour across the school, supported by SLT.

Elstow transitioned from a lower school to a primary over three years ago with the aim of offering the families in our community a distinctive high-quality choice for their children. Our school values of 'We care, we share, we do our best' drive what we do every single day to ensure that we give our pupils the best possible education.

Elstow School is different. If you are able to visit you will see a silent address in the playground of the whole school at the start of the day. This is focused on our values where we always remind the pupils to "work hard and be nice". We have well-managed pupil behaviour and a strong focus on pastoral and inclusive practice, making our children content and secure in school. Observations of teaching practice and lesson quality are managed through *Instructional Leadership*, which moves away from the formal hour-long lesson observations three times a year. Assessment of teaching is triangulated by observation feedback, including the class environment, data and evidence in books.

The school is open and supervised from 7.30am – 6pm, with the teaching day beginning at 8.40am and finishing at 3.30pm. Unusually for a Primary, we have some subject-specialisms; one of the two teachers in each year group in KS2 teaches the mathematics and the other teaches literacy. This dramatically improves quality of teaching and reduces workload. Both teachers, however, teach their own reading. This newly developed approach moves away from the old carousel model and into a whole class sequence of lessons. It has already transformed the teaching of reading at Elstow and our teachers love it.

There are also no onerous marking policies, graded lesson observations, or requirements for detailed written planning. Our school is trying to show what it is possible to do by learning from some of the most innovative schools in the country. We are outward-facing, with partnerships with schools across the country, and very humble. We know we haven't yet got everything right but we are ambitious to become one of the very best schools.

I began my role as principal in September 2017. My leadership team and I are highly visible, ensuring we are supportive of teachers and maintain currency in our own practice by teaching ourselves. It is the leadership team that address the whole school every morning and ensure the ethos in the school is productive. Col-

leagues who visit Elstow love seeing the well managed classes and playgrounds as well as the 'open door' philosophy we have to visitors and observers. I believe teachers should be able to teach unhindered by bureaucracy or poor behaviour, and should be specialists in their subjects.

We are unashamedly ambitious for those in our care –and we are among the top performing schools locally. These results have been achieved through good teaching and hard work. If you are a well-qualified expert looking to work with truly wonderful pupils and in a talented and dedicated department with the potential for further improvement, I would encourage you to visit and see how we do things for yourself. We are situated on the edge of Elstow village just a mile from Bedford town centre, and welcome visitors at any time during the school day.

This role would suit someone with the ability to lead by example, inspire staff and pupils alike and who aspires to join us in developing our growing multi academy trust, Advantage Schools. We will provide support, access to incredible CPD including close links to the highest performing state schools in the country and via our partnerships with some of the groups of schools doing the most exciting things with curriculum and pedagogy, and hence opportunities to progress in your career.

If you would like a confidential discussion about the position or to arrange a visit please contact Rosa Marotta on 01234 302300 or via email marotta@elstowschool.co.uk. I look forward to answering any questions you might have, and to receiving your application in due course.

Regards,



Principal

Key Stage 2

Students are in traditional classes of a maximum of 30, and each teacher has their own class but teaches both either writing or mathematics.

Pupils are taught in mixed ability groups or pairs and lessons are planned to challenge the most able, with scaffolded support for other attainers who need it. Sport and music are supported by both the SSF and by services from Bedford Borough as well as using experts within school. A full and rich curriculum is timetabled, including as a key point, the history, geography, science and visual arts teaching sequences from a coherent and relevant knowledge base.

Why work at Elstow?

Based in Elstow, south of Bedford, we are one of the top performing schools in the area (particularly in EYFS, Phonics and KSI) which is down to an unashamedly academic curriculum, an exceptional focus on training through ILT (Instructional Leadership Training) and SLT behaviour support.

A strength of our school, and the key to the excellent attitudes of our pupils is our systems and routines. Our CPD for all staff focusses on behaviour strategies from 'Teach Like a Champion 2.0' by Doug Lemov and the techniques in this book drive the work we do on a daily basis.

Bedford is a pleasant and affordable town in which to live and offers great access to London (30 minutes to St Pancras from Bedford Station) and Cambridge. Our school is part of a multi academy trust and we are developing even stronger links with our partner secondary Bedford Free School.

Thank you for your interest in teaching at Elstow we encourage candidates to visit the school and can arrange tours at any time – feel free to come and see our school in action, meet our staff and pupils and get a real feel for the hardworking, happy atmosphere we have here.