



Torridon
Primary School

Early Years Practitioner Application pack



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Torridon Primary School

Letter to candidates

Dear Colleague,

Thank you for your interest in our vacancy for an Early Years Practitioner (EYP). My name is Manda George and I would like to take this opportunity to tell you a little about our school.

We are a large, happy and vibrant community school committed to ensuring that all children develop the skills they need to thrive and flourish. We are situated in the heart of Catford and the school is well placed for transport links, being close to Bellingham station and on several bus routes.

In September 2018, we amalgamated Torridon Infant & Nursery and Torridon Junior Schools to become Torridon Primary School, making us one of the largest primary schools in Lewisham. There is a strong leadership team in place and they have been instrumental in leading the school on its journey through the amalgamation and beyond. **We were inspected by Ofsted in February 2023 and received a good rating in all areas.**

The current team are extremely talented and wholly committed to making a difference in our children's lives. We are looking for exceptional support staff to join our team and contribute to the journey into the next phase of development. This is an exciting opportunity for a dynamic and ambitious candidate with a strong commitment to raising standards.

We have a strong reputation for inclusion and love the fact that our school community is so diverse. Staff at the school respond positively to the many challenges that such diversity can bring. We have a specialist resource base for children with Autism and support children with a wide range of special educational needs. Our reputation for valuing, caring for and attending to the needs of each child is justly deserved and a real strength of the school.

Our children enjoy coming to school and are very excited about learning. They feel trusted and respected and they know that there is always someone who will listen to them. School is a safe, warm and caring place where children succeed.

We are developing an exciting innovative curriculum which we feel is relevant to our children and will enable them to become creative thinkers who welcome challenge and have the resilience needed to solve problems.

Our staff team is passionate about making a difference and strongly believe that all children should have equal opportunities to achieve well and become the best they can be. To this end, we promote the highest possible expectations of our children and each other in all aspects of school life. Underachievement is not acceptable and we aim for our children to leave Torridon with a strong sense of self belief, high levels of independence and the ambition to succeed.

We know that our staff are our most valuable resource and invest heavily in ensuring that everyone has the skills they need both to fulfil their current role and to prepare them for future aspirations.

High quality professional development for staff at all levels is highly valued and we will ensure that you have the support and training you need to be effective in post.

Our staff team are extremely dedicated and demonstrate high levels of passion, energy and resilience. In recognition of their hard work and commitment, we provide a staff wellbeing programme and have a staff wellbeing team who care deeply about our staff and children.

I hope this information pack encourages you to make an application. If you have any questions about the position or the school, please do not hesitate to contact me. I think visits are very helpful if you are trying to make up your mind about whether to apply for a school and would encourage you to come and visit us to find out what makes Torridon such a special and exciting place to work. Please contact us to arrange a visit to the school.

If you are hardworking, resilient and passionate about learning and you think this might be the right school for the next step in your career, then I look forward to hearing from you.

Kind regards,



Manda George

Headteacher

Phone: 020 8697 2762

Email: recruitment@torridonprimary.lewisham.sch.uk

'This is a welcoming, happy and diverse school community. Pupils are proud members of this school. They are friendly, polite and considerate towards others.'

Ofsted February 2023





Vision for teaching and learning

Torridon is an inclusive school. We are committed to doing the very best that we can to make sure that every child succeeds. We have a shared responsibility to ensure that we are doing the very best for our children and aim to meet the individual needs of each child wherever possible. Our core values of: **Aspiration, Community Diversity, Excellence and Respect** underpin all that we do.

At Torridon we aim to engender a passion for learning and the pursuit of excellence in every aspect of our work. We have the highest expectations for ourselves and all of our pupils, aiming for standards that exceed national expectations, both in the core subjects and across the wider curriculum.

We want every child to leave Torridon wanting and determined to make a difference to the world, and having the skills to do so. In order to do this, we believe that we have to enable the children to be emotionally intelligent, resilient and brave, and provide them with the academic foundation to enable them to be outstanding individuals in all aspects of their lives.

We want our children to:

- Be confident in themselves as learners
- Be eager and enthusiastic learners
- Understand themselves as learners, being proud of their successes and understanding the next steps in their learning
- Be emotionally intelligent
- Be resilient and determined to succeed
- Be responsible for their actions

We aim to achieve this by:

- Ensuring that children's achievement is at the heart of our school
- Valuing and celebrating children's social and cultural diversity
- Maintaining the highest possible expectations of every child
- Striving to ensure that every child succeeds
- Adopting a 'no excuses' attitude towards children's progress and attainment
- Providing opportunities for our children to develop academically, socially, morally, emotionally and spiritually in a safe and caring environment
- Working closely with parents and carers to ensure that we are providing the best possible education for our children

About the school

We have over 640 children at Torridon, each one of them different and unique.

Inclusion is very much at the heart of what we do and we have a very strong inclusion team who support our children with SEND.

As well as our mainstream classes, we are proud to have specialist support for children with Autism Spectrum Condition (ASC). Our resource base caters for children from Reception to Year 6 who have a diagnosis of ASC. Children in the resource base have a diagnosis of autism and an Education, Health and Care Plan (EHCP). They are allocated a place by the Local Authority Special Needs Panel in conjunction with the school. The children who attend the resource base are very much part of our school and access the



mainstream classes according to their level of need. At Torridon we believe that positive and rewarding relationships are fundamental in ensuring a naturally positive environment for learning and we have a responsibility to embed personal values such as respect, honesty and courage. We prioritise the formation of solid and respectful relationships between children and staff. We believe that respect should be mutual and something which is earned, not expected. In order to reflect this, all staff are known by their first names.



Our staff work very closely together and there is a strong sense of teamwork. Teachers have non contact time to plan together with year group partners. Planning in this way ensures consistency across classes and means that teachers are able to share particular expertise and support each other.

Torridon pupils can expect a high quality of teaching across a broad and balanced curriculum that allows all children to achieve to the level of the best. Teachers can expect pupils who are keen and who know how to learn.

We are currently developing an innovative and creative curriculum offer which embraces cross curricular learning and is brought to life through visits, visitors, workshops and other real life experiences.

Our aim is to prepare our pupils for the roles and responsibilities they will face at Torridon, at secondary school and in the community.

Early Years Foundation Stage (EYFS)



At Torridon, staff plan high quality, engaging activities and experiences which enable children to develop into confident, independent and active learners. The three prime areas remain a strong focus throughout the Early Years, particularly in Nursery, and will underpin all learning that takes place.

Staff meticulously consider and plan for the individual needs, interests and stage of development of each child in the EYFS and use this information to create a challenging, stimulating and exciting learning experience for all. Where a child may have a special educational need or disability, staff consider whether specialist support is required, linking with relevant services from other agencies, where appropriate.

All areas of learning and development are explored through planned, purposeful play and through a mix of adult-led and child-initiated activities. Practitioners respond to children's emerging needs and interests, guiding their development through warm and positive interactions. This includes using the outdoors as a classroom, no matter what the weather holds and we firmly believe to be an integral factor for learning.

Ongoing assessment is an integral part of the learning and development processes at Torridon. Staff engage with children to capture learning, identify next steps and interests. All staff work closely together and use this information to plan and support children on their learning journey to meet the Early Learning Goals.

When children get to the end of their time in EYFS, staff complete the EYFS profile for each child. Children are assessed against the seventeen Early Learning Goals (ELGs), indicating whether they are:

- Meeting expected levels of development (expected)
- Not yet reaching expected levels (emerging)

The profile reflects the teachers' professional knowledge of the children throughout their time in Early Years, alongside discussions with parents or carers. The results of the profile are then shared with parents or carers at the end of the Reception year.



'Children get off to a positive start in the early years. Staff listen carefully to children and develop their language skills.'

'Children learn and play happily both indoors and outdoors because their needs are met.'

Ofsted February 2023

Current Staffing Structure

Headteacher		
Deputy Headteacher		
Head of Inclusion	Assistant Headteacher	HR Manager
Subject Leaders	Class Teachers	SENCOs
Pastoral and Well-being Lead	Early Year Practitioners	Teaching and Learning Support Assistants
Admin Team		Premises Team



‘Leaders and teachers encourage pupils to do their best. Pupils focus well in lessons and are enthusiastic about learning. Pupils value the support available to help their wellbeing. For example wellbeing champions are available to help pupils regulate their emotions and understand their own feelings.’

Ofsted February 2023

Job Description				
Job Title:	Early Years Practitioner		School Name:	Torridon Primary School
Grade and Range:	SP 6		Hours:	FTE 36 Hours per week (TBC)
			Working Pattern:	Term Time Only
Reports to:	Classteacher / Headteacher or other Line Manager		Supervises:	Nursery Nurse students. Primary helpers, special needs support assistants in the absence of the teacher
Purpose and context:	To be a member of a professional team contributing to and supporting the overall development, learning and care of nursery and infant age pupils. Contributing to the smooth running of the class and the maintenance of a safe and stimulating learning environment. Contributing to the development of the whole school. 1. Taking an active role in the provision of a safe and stimulating learning environment. 2. Taking an active role in the provision of a full and balanced range of learning experiences, ensuring the care and well being of pupils, and maintaining positive links with parents and professionals working with the school. 3. To take an active role in addressing the targets of the individual work plan and identifying and partaking in training for continual professional development.			
Principle Accountabilities:				
Contributing to the provision of a safe and stimulating learning environment, including:				
<ul style="list-style-type: none">Working as a member of a team in the delivery, planning and evaluation of a full and balanced range of learning experiences, which meet the emotional, physical, social and intellectual needs of the pupils.Sharing the responsibility for pupils learningSharing responsibility for the preparation of learning areas before pupils arrive, both indoors and out of doors.Contributing to professional discussion and meetings with staff and other professionalsSharing the responsibility for mounting and displaying of children's workParticipating at the end of the session in general clearing and tidying up, to maintain a safe and aesthetically pleasing learning environment in preparation for the next daySharing in making decisions and recommendations about practice, routines and use of space to maximise the potential of the school experience for every pupilTaking joint responsibility for the daily monitoring and evaluating of pupils responses to learning activities, through a range of assessment and monitoring strategiesWorking alongside, supporting and guiding Nursery Nurse students, work experience pupils and teaching practise students.Participating in the general life of the school by attending assemblies, parents' meetings, whole school events and outingsIdentifying and monitoring suspected child abuse and children at risk, following appropriate guidelines and reporting to the designated personPaying particular attention to children with special educational needs and assisting with identifying and meeting those needs. Contributing to IEPs; this may involve lifting, assisting in toileting and changing pupils, helping them to transfer from seating to mobility aids, implementing individual movement programmes, under the direction of other professionals.May be required to carry out some basic medical procedures, for which training would be givenSupporting the school's policy on parental participation, welcoming and working closely with parents, including occasional home visits, where this is school policyHelping with first aid provision, comforting sick or injured pupils. In emergencies, liaising with the designated first aider, senior staff and medical professionals, accompanying children to hospital or doctors as necessaryWorking alongside school health authorities, taking part in health education programmesAssisting pupils to acquire and develop self help skills, including toileting and personal hygieneAssisting in the liaison between home and school, paying particular attention to new admissions by helping children to settle. Helping children in the transition period between nursery and schoolSupporting the development of language and communication skills in pupils from a wide range of linguistic backgroundsUnderstanding the varying cultural and religious backgrounds of the pupils and ensuring these are reflected in the learning experience and materials in the				

2. To take responsibility for:

- Encouraging, supporting and engaging with children in play that is emotionally, intellectually, physically and socially challenging
- For the selection and making of resources, which will allow children to learn the intended learning goals set in collaboration with the class teacher
- Taking groups of children for focused learning experiences, which may be under the direction of the class teacher, in all areas of the curriculum
- Helping to care and maintain equipment, plants and animals in good condition
- The supervision of children when the teacher is on break or working with children in another part of the room or outside in the garden
- For fostering children's independence, self reliance and interdependence skills
- For writing observations on children at play and to collate these into the child's Record of achievement
- For the planning, assessment and delivery of stimulating music and story times to groups of children or whole classes, when necessary
- For pupils at meal times, when appropriate, ensuring dietary needs are met
- For the supervision of primary helpers, special needs support assistants, including allocation and monitoring of work, in the absence of the teacher
- For planning and leading educational outings, with small groups of children, identifying the learning objectives and undertaking the risk assessments
- For the supervision and training of nursery nurse students
- For maintaining effective and professional relationships with colleagues, governors, parents and other professionals
- Budgetary responsibility for agreed resource area

General Statements

- Required to carry out all reasonable duties and responsibilities of the post in accordance with the Councils' policies and procedures and standing orders.
- Enactment of Health and Safety requirements and initiatives as appropriate
- All employees are required to declare any conflict of interest that may arise before or during their employment.
- Any outside activities, either paid or unpaid, must not in the view of the School conflict with or react detrimentally to the Authority's interest, or in any way weaken public confidence in the conduct of the School's business.
- Undergo and meet school conditions for a satisfactory enhanced DBS check.
- Must comply with all equality legislation, policies and procedures; actively promote ways of eradicating and challenging racism, prejudice and discrimination through the School's policies and procedures.
- To have due regard for safeguarding and promoting the welfare of children and young people, and to follow the child protection procedures adopted by the Lewisham Safeguarding Children Board.

General Statements

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- Being aware of responsibilities under the Data Protection act for the security, accuracy and relevance of information held and maintained.
- Treating all information acquired through your employment, both formally and informally, in strict confidence
- To demonstrate a commitment to good customer care.
- Any other duties of an appropriate level and nature will also be required.

To contribute as an effective and collaborative member of the School Team

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- Participating in training to be able to demonstrate competence.
- Participating in first aid training as required.
- Participating in the ongoing development, implementation and monitoring of the service plans.
- Contributing in meetings and being a supportive member of the school team.

Torridon Primary School

Early Years Practitioner

Knowledge and Qualifications:	<ul style="list-style-type: none"> NVQ 3 Qualification or equivalent. Knowledge of basic health and safety procedures. Knowledge of child protection procedures Knowledge of child development through age range 0-5 years Knowledge of the EYFS Curriculum Knowledge and understanding of different social, cultural and physical needs of children. First Aid certificate Knowledge and understanding of a range of special educational needs 	E E E E E E D D
Experience:	<ul style="list-style-type: none"> Demonstrable experience of working with children and young people Experience of working in a school or nursery. 	E D
Aptitudes, skills and competencies:	<ul style="list-style-type: none"> Excellent written and oral communication skills. Ability to communicate effectively with parents and with pupils with different cultural, physical and social needs. Ability to deal with accidents or emergencies in a calm manner. Ability to observe, record and report. Excellent record keeping skills. Ability to continue own professional development. 	E E E E E E
Special conditions:	<ul style="list-style-type: none"> Motivated to work with children & young people. Ability to form & monitor appropriate relationship & personal boundaries with children & young people. Emotional resilience in working with challenging behaviours. Appropriate attitudes to use of authority & maintaining discipline. The postholder may be required to work outside of normal school hours on occasion, with due notice. All postholders will be required to undertake an enhanced DBS check. Individuals on the children's barred list (and adults barred list where relevant) should not apply. An understanding of the principles of Keeping Children Safe in Education and a commitment to ensuring the health, safety and wellbeing of all children. 	E E E E E E E



Special conditions

Governed by the National Agreement on Teachers' Pay and Conditions , supplemented by Local conditions as agreed by the governors.

Because of the nature of the post, candidates are not entitled to withhold information Regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the Appointed interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police Checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Equal opportunity

The post holder will be expected to carry out all duties in the context of and in compliance with the Council's Equal Opportunities Policies.



Torridon is committed to safeguarding and promoting the welfare of children and as such all appointments will be subject to satisfactory DBS checks and references.

How to Apply

If you decide to make an application, please look carefully at the Job Description and Person Specification.

Your supporting statement should be no longer than 2 sides of A4 and should be tailored to demonstrate your suitability for this post.

CVs will not be accepted and interviews will be offered to those applicants best demonstrating skills, abilities and experience match the person specification and can demonstrate and evidence their commitment to our school.

Key Dates

Closing date: **Midday Monday 26th June 2023**

Shortlisting: **Monday 26th June 2023**

Interviews will take place: **Thursday 29th June 2023**

Visits to the school

By arrangement: please contact us if you would like to visit the school .

Email: recruitment@torridonprimary.lewisham.sch.uk

Any Questions?

If you would like an informal discussion about any aspects of this job opportunity, please contact Claire Eastwood (Deputy Headteacher) in the first instance on

phone: 020 8697 2762

email: recruitment@torridonprimary.lewisham.sch.uk

Applying

If you decide to apply for this post please return your completed application form to :

recruitment@torridonprimary.lewisham.sch.uk



Location

Torridon Primary School
Hazelbank Road
Catford
SE6 1TG

Tel: 0208 697 2762

Email: admin@torridonprimary.lewisham.sch.uk

Torridon is located on Hazelbank Road and is a short walking distance from Bellingham station.

Parking:

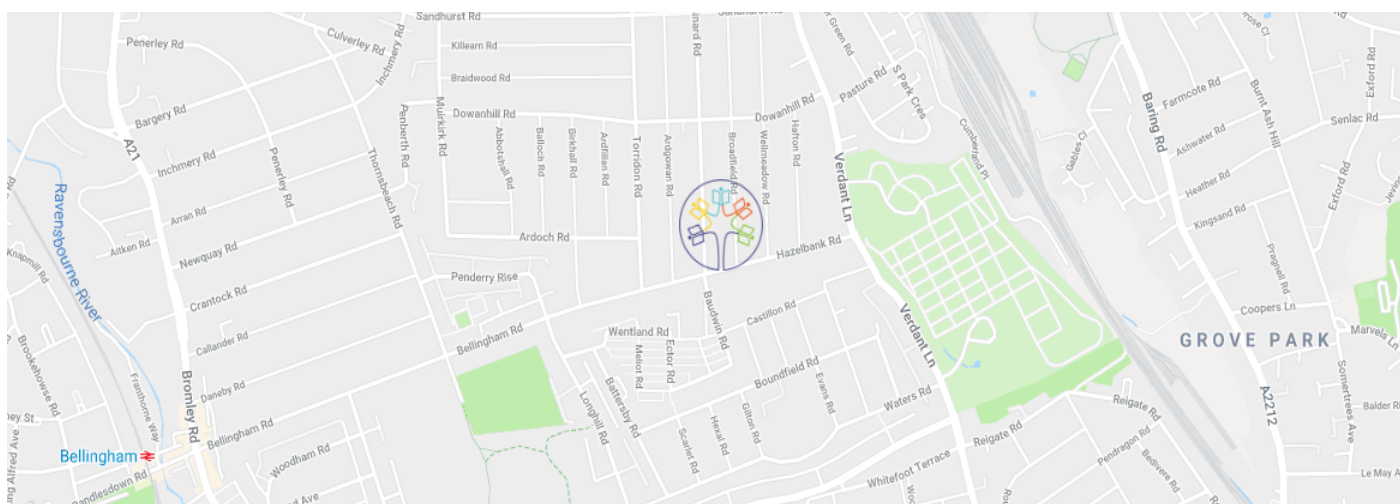
Parking is available in the surrounding roads.

By bus:

There are bus stops located on Torridon Road served by the 124. Bromley Road is served by a number of buses that go towards Bromley, Beckenham and Lewisham.

By train:

Bellingham train station is situated on Randlesdown Road in Zone 2 and is approximately a 10 minute walk away from the school.



Lewisham - The place to live and work

Lewisham is a cosmopolitan area in south-east London, occupied by energetic, creative and diverse communities. Lewisham benefits from attractive residential neighbourhoods and one of the highest number of parks and green spaces in London.

It's a place that is changing rapidly. There are exciting developments happening in the town centres and local neighbourhoods, bringing new housing, schools and leisure facilities to the area.

Lewisham has excellent transport links. London Overground now connects more of Lewisham with central London and the tube network. It's also easy to reach Canary Wharf, the City, London City Airport and the new international rail terminal at Stratford.

There's a great deal for you and your family and friends to do. Getting to and from those various places and events won't be a problem either, as we've got great transport links. Most teachers live around a half-hour's walk or bike ride away from work, and enjoy access to good rental properties, shared ownership schemes and interest-free loans for home purchase on the open markets as part of the Keyworker Living scheme. So living and travelling couldn't be much easier.



Lewisham Recreation Centre

Lewisham pretty much has it covered. Thriving, established markets, restaurants that cover almost every cuisine in the world, beautiful green spaces, sport, dance and music. There's something for everyone.

The children of Lewisham are our future business leaders, hairdressers, politicians, taxi drivers, mechanics, nurses, plumbers, artists, footballers, engineers, music moguls, journalists, chefs and even teachers. We owe it to them to give them the best start to their lives and careers.

As one of our school leaders or teachers, you'll have children's futures in your hands. Because of that, you deserve all the support we can provide. In fact, all our teachers enjoy the best we can offer, from our renowned Induction Programme for ECTs through to Leadership and Management Programmes that will help you develop your knowledge and skills, no matter what your level of experience.



St Saviour's Church Tower

We don't forget our invaluable support staff either: they've got access to development and training in order to raise pupils' achievement levels, and they have real career paths. For you, it means you'll have a motivated, well-trained team of people around you. And you'll benefit from all the other support systems we've implemented, from Lewisham Learning to advisory staff who focus on Hearing, Visual, Speech & Language, Specific Learning and Physical Difficulties, and Behaviour Improvement Programmes.

For teachers with children, there are many nursery classes and crèches, good childcare, and after-school clubs and play centres. We'll also be happy to talk to you about flexible and part-time working.

Just as importantly, you'll have borough-wide opportunities for Continuing Professional Development, through conferences and a range of training. You'll also have the chance to take part in local authority advisory work, contributing your ideas and expertise to borough-wide development. So your students won't be the only ones improving their prospects.





Torridon
Primary School

Additional Information

Please click on the links below for additional information.

All In London – Guide to Lewisham:

Please go to: <https://www.allinlondon.co.uk/boroughs/lewisham/>

First Steps – Mayor of London's shared ownership scheme:
Please click [here](#).

