



Recruitment Pack

Little seeds, big dreams

#GrowAtElmhurst #LittleSeedsBigDreams

Welcome

Welcome to Elmhurst Primary School and thank you for taking an interest in a position at our school.

We are an outstanding and successful school in Newham who believe that primary education is more than just academic achievement. We aim to foster a love of learning in our children that they will carry through their life.

Our curriculum is rich, diverse and challenging; it is drawn upon the passion and expertise of our staff and it builds on the interests of the children and involves them in shaping their own learning.

We also provide a broad range of exciting and meaningful experiences and opportunities. Not only does Elmhurst offer the usual extra-curricular clubs and activities, we train all our children in debating skills and have great success in regular regional competitions; we pride ourselves in our specialist sport and music provision; we offer a year long Shakespeare Programme; we have exceptional facilities and resources including a number of challenging climbing structures; and we have enrichment trips to Rome, Barcelona, Paris and Amsterdam.

What's more, we are the lead school in the Elmhurst Teaching School Alliance (ETSA), providing training and support to other schools and sharing best practice collectively; and we are a National Maths Hub, a centre of excellence for mathematics. As well as this, Elmhurst have academised to form the New Vision Trust which will provide further vibrant collaborative opportunities for pupils and staff.



Our staff are highly committed to teaching stimulating and engaging lessons, concentrating on making sure that children acquire all basic skills, as well as stretching every child. As a member of the team, you will receive ongoing support and development in your role and have access to a range of enrichment opportunities.

If the thought of our school excites you and you think you can be part of our team of talented and ambitious staff, who are dedicated to helping our pupils reach their full potential, please get in touch.

Mr Shahed Ahmed, Headteacher

What makes Elmhurst Outstanding?

At Elmhurst, we are passionate about education and work hard to give our children experiences which provide them with a fantastic start in life and ensure they develop high aspirations for the future.

We feel very privileged to work in such a vibrant and dynamic community as we recognise that the engagement of all stakeholders is an important aspect of a successful school. In essence, we feel our school is a place where children, staff and families are valued and all work together to ensure that children are challenged academically, inspired creatively and supported and fostered in their development.

All our endeavours are concentrated on our core vision: Every Elmhurst child grows into a passionate and confident learner. We empower our children to blossom into happy, respectful and ambitious members of society, making an excellent contribution to the world.



Our values drive and shape every aspect of school life:

Growth and independence

We embrace challenge, recognise and learn from our mistakes and are always willing to have a go.

Confidence

Our pupils are courageous in their learning, articulate their ideas well and are leaders of their own learning. Our pupils' have high self-image, self-esteem and self-discipline.

Creativity and innovation

Our school community adopts a creative approach to learning and teaching. Our school is at the forefront of innovation in areas such as maths and literacy.

Respect and responsibility

We show respect and responsibility by establishing harmony in school, at home and in the wider community. Our pupils are taught to respect themselves, each other and the environment by making good choices.

Achievement

We strive for and value intellectual, sporting and creative achievement, supporting and celebrating one another's endeavours.

“Teaching is outstanding and enables pupils to learn very effectively. Teachers plan imaginative experiences which are lively and interesting.” Ofsted



What can Elmhurst offer you?

We understand the impact that high quality teaching staff can have on the outcomes for our pupils.

We recognise the importance of developing creative, stimulating and positive learning environments for all staff to flourish. Our people are our greatest resource, and at Elmhurst we offer excellent benefits to enhance the working day.

Enrichment Benefits

- Teaching staff benefit from pupil enrichment: trips to Rome, Barcelona, Paris and Amsterdam
- Flexible return from maternity leave
- Reduced gym membership
- Opportunities to work abroad with Maths Hub
- £3.1 million refurbishment with state-of-the-art training facilities
- Dedicated PPA space
- Laptops for Middle and Senior Leaders
- Share best practice with leading industries

A Prized Location

As a teacher in Newham, you will have the opportunity to benefit from an enviable location with exceptional access and links, alongside excellent career prospects, high starting salaries and promotion opportunities.

Some of the reasons why Newham is an exciting place to work:

- Outstanding entertainment: close to Forest Gate, Westfield shopping centre, West Ham football stadium and only 25 minutes from the centre of London.
- Well connected with tube, national rail, bus, DLR access and is closely located to the Greenwich cable car, Woolwich Ferry and London City Airport – the perfect location for weekend jaunts to Europe!
- A vibrant borough and the greenest in London, Newham is multi-cultural, and the diversity makes it a great place to work, with delicious restaurants, supermarkets and upmarket eateries.
- Affordable homes as a result of new housing developments.

A rewarding career at Elmhurst

Within the Newham borough, teachers are provided with the chance to develop professional skills and expertise, and make a difference to the lives of our young learners.

Elmhurst demonstrate the commitment needed by providing support for the professional development of all staff; we truly believe in going that extra mile for our staff.

All staff are eligible for a range of benefits and opportunities to develop and further their career within our vibrant school. These include, but are not limited to:

Teaching Benefits

- Personalised NQT package including Golden Hello of £1,000
- Three weeks' paid work in July
- Accommodation assistance
- Strong relationships with local schools
- Excellent facilities throughout the school including a dedicated training suite and library of resources
- Inner London pay in an outer London borough
- Part of the London Cycle to Work scheme
- Extended and paid opportunities for 1:1 tuition, after-school clubs and take part in external courses
- Free parking onsite

Staff Community

Teacher relationships are based on respect, collaboration and with the pupils' best interests at heart. Our Ofsted Report highlighted that our staff share a common goal to create a school environment in which all pupils can succeed, and we believe this is what makes us truly Outstanding. Senior leadership provide all staff with opportunities to develop their career at Elmhurst, whilst setting a positive pace for the school that ensures a balance between encouraging and supporting staff to deliver the highest standard and maintaining a work life balance.

Investing in You

Whatever your aspiration may be, at Elmhurst we have the opportunity for you. All of our staff are leaders, and we ensure every staff member develops to reach their potential and deliver the highest quality of teaching is at the heart of all that we do.

As a Teaching School Alliance and a National Maths Hub, there is strong emphasis on Continued Professional Development, high quality teaching training and teacher collaboration. Drawing on expertise of many partners within the Alliance, we are able to offer career development plans for all teachers and leaders, alongside a successful School Direct Programme.

All staff receive a personalised training and induction period; NQTs receive a bespoke training programme with IOE partnership and training onsite. Staff benefit from ongoing training and professional development and external support, including development days in subjects.

ETSA courses are held on site in our dedicated training suite on a range of subjects and National Professional Qualifications for Middle and Senior Leaders. We offer extensive and robust opportunities for staff to share best practise, including cross-school pupil programmes and team teach approaches.



Why we love working at Elmhurst

My love of teaching derived from my year placement in Paris, teaching English to french primary school children and witnessing their progress. Four years later I can't imagine doing anything else; I absolutely love teaching – it's such a rewarding career filled with joy!

After completing my NQT year I wanted to find an outstanding school where I could develop my teaching working alongside excellent practitioners. Elmhurst has definitely given me that – part of what makes our school unique is the group of people who work here.

We are a community that is highly invested in learning: our pupils love coming to school; our parents are very engaged and dedicated; and our teachers are highly committed to developing their teaching.

I've had some great experiences leading MFL including going to Lyon with three other teachers for French language training. I love that we give our children practical opportunities to speak French – whether that's through role plays in class, French Day celebrations or taking children on our annual Paris trip.

Clara, Year 6 Teacher and MFL Co-ordinator

It has been a privilege to contribute to a school that has such a friendly, inclusive atmosphere where everyone is valued and everyone works hard to achieve the best they can. I love that all us staff enjoy working here and build close, positive relationships with the children enabling them to develop academically as well as personally.

I have been at Elmhurst for two years and was attracted to the school for a number of reasons including the diverse community, the range of extra-curricular activities and opportunities for the children but particularly the strong maths drive with a focus on mastery teaching using mixed ability groups, as this is my specialism.

I am very grateful for the opportunities that I have had and I look forward to continuing to progress personally and within my career, to a position with more responsibility, with the support of the school.

Lucy, Class Teacher

“Mr Razza is not just a teacher but a pivotal role model that reaches out to the children on their level. He is an incredible leader and coach of the cricket team.” Parent

What our community says

“Ever since I joined Elmhurst my confidence and understanding of the world has improved. The focus on debating in our school has changed me positively.”

Pupil

“Elmhurst has enabled my daughter to blossom in all aspects of her development. The care and motivation from her teachers is praiseworthy, boosting her confidence, performance and progress. The faculty of the school is remarkable, we are glad and proud that we chose Elmhurst.”

Parent

“Throughout the school learning is rapid. All teachers make very good use of problem solving activities to consolidate pupils' learning.”

Ofsted

“We get to go on exciting residential trips to Amsterdam and Fairplay House.”

Pupil

“My child is very happy in the school, is making excellent progress and being encouraged to succeed.”

Parent

“This school has helped me a lot. All of the teachers are kind and supportive. They never underestimate you.”

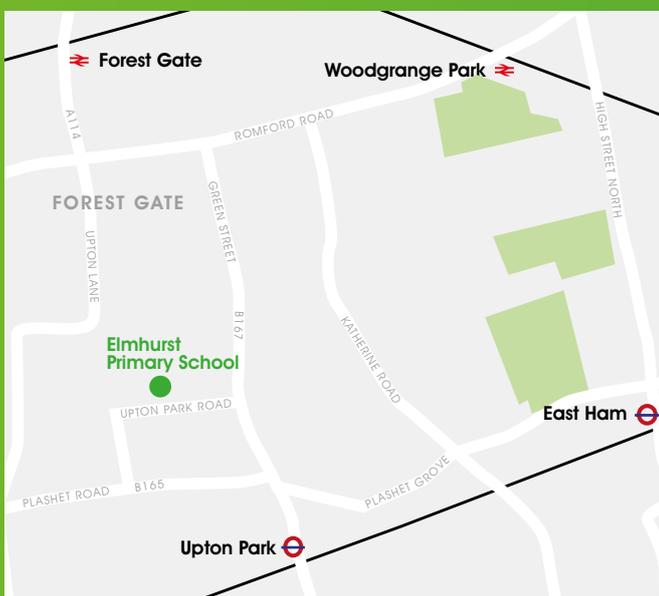
Pupil



We want to hear from you

Whether you are considering entering the teaching profession and want to find out more about working in an Outstanding school, an NQT seeking their first opportunity or an experienced education leader looking for your next professional challenge, we would like to hear from you.

At Elmhurst, we welcome prospective staff members to visit us and experience our Outstanding offer in person. Please contact us to arrange a personal meeting to discuss your future career prospects at Elmhurst.



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