



TEACHER

GRADE: MPS/UPS

ACTUAL SALARY: £30,000 - £46,525

CONTRACT: 32.5 HOURS PER WEEK

START DATE: ASAP

CANDIDATE INFORMATION PACK



What is included within this pack?

Within this pack you will find both information and advice on applying for a role with Esteem Multi-Academy Trust including:

- Welcome from the CEO
- Welcome from The Headteacher
- Job advertisement
- Job description and person specification
- Safeguarding and checks
- Application process and timeline

Welcome from Esteem Multi-Academy Trust



Dear applicant,

Thank you for your interest in Esteem Multi-Academy Trust (MAT). This teaching position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very exciting time.

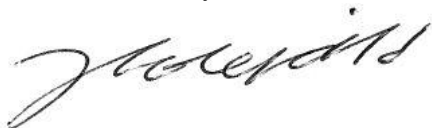
We are eager to appoint an enthusiastic Teacher who would be excited to teach a modified curriculum in an alternative provision setting, with a commitment to improving the lives and opportunities of children and young people.

If you think you've got what we're looking for, we look forward to receiving your application for consideration.

For further information, please contact Jolene Carter, Assistant Headteacher, on 01283 550667 or via email to jcarter@esteemsouthacademy.co.uk.

I wish you well in your application.

Yours faithfully



Julian Scholefield
Chief Executive Officer

About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust currently comprises of twelve academies throughout Derbyshire, Derby City, and east Staffordshire. Formed by a group of like-minded school leaders in August 2018, the MAT is currently responsible for the education and care of approximately 1,200 students and employs around 850 staff. The total revenue budget for the MAT is approximately £27 million and plans are in place to expand further.

Esteem Multi-Academy Trust includes 7 special schools, 4 alternative provision academies and a mainstream infant and nursery school with an enhanced resource provision educating young people with autism and learning disabilities. We wish to grow further to fulfil our vision to become a centre of excellence for special educational needs and disabilities (SEND) in the midlands. We have a well-defined set of values and a clear vision for the MAT to become a regional hub for expertise in SEND and inclusion. We share a collaborative ethos, believing that we can achieve more for our pupils as a collective group of schools than we could separately. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

- Provide an ambitious, inspirational, bespoke education, setting the foundation for the future and ensuring our young people are ready for the world;
- Deliver high standards and value for money from our support services, resources, estate and technology; and
- Invest in and support our people, exploiting opportunities for collaborative, continual professional development, sharing of expertise and best practice.

As a group of academies working together, we can share and deliver better practice. We will be able to commission health, care and therapy services in a fully 'joined-up' way.



Welcome from the Headteacher

Dear applicant,

Thank you for your interest in the post of Teacher at Esteem South Academy (formerly SDSC). It is with great pride that I welcome you to our schools. There is something very special about Esteem South Academy and Fountains High School and we are incredibly proud of our unique students, supportive parents, inspirational staff and forward-thinking governors, where we all work together to make our environment a safe, happy and fun place to learn and prepare for adulthood.

We are proud to provide an environment that enables all students to have the knowledge, skills and aptitude that provide the capacity to make informed choices, create opportunities and be responsive to changes. We ensure students develop and increase their self-belief, self-awareness and the ability to build strong lasting relationships. We provide students with the appropriate amount of challenge to support them to be able to interpret, interact and be included in the world. They are always encouraged to seek out opportunities for kindness and happiness for others and themselves. Our students become resilient in the face of adversity, willing to accept the challenge and persist in all endeavours they encounter, fostering, exhibiting and conveying GRIT.

Take some time to have a look around our website, or better still, arrange a visit to see us in person.

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills and experience to fulfil this role. The closing date for applications is 26 January 2024 at 23:59.

Interviews will be held during week commencing 05 February 2024. I look forward to meeting you.

Kind regards



Mr Gareth Allen
Executive Headteacher
Fountains High School and Esteem South Academy

About Esteem South Academy

Esteem South Academy (formerly SDSC) is an Alternative Provision Academy based in Newhall, South Derbyshire, providing education for pupils who are at risk of permanent exclusion, or who have been permanently excluded from mainstream schools. There are 26 students on role with a third having Educational Health Care Plans and the remainder having a variety of special education needs. We also work with local primary and secondary schools to offer short term placements as a prevention to permanent exclusion.

The vision for Esteem South Academy is to create a first class, holistic educational establishment that re-engages vulnerable children back in to learning. We wholeheartedly believe that the most vulnerable young people in our community deserve to have the same high standards of education as their peers. Our aim is to equip every child with the necessary knowledge and skills to enable successful integration back into mainstream education or for our Key Stage 4 pupils, to successfully transition into education, training or employment.

Further information about our academies can be found on the websites at

www.esteemsouthacademy.co.uk

The advertisement

Job Title: Teacher

Location: Esteem South Academy, Memorial Hall, Newhall, Derbyshire, DE11 0TW

Grade/Scale: MPS/UPS Actual Salary £30,000 - £46,525

Start date: ASAP

Contract: 32.5 hours per week

Esteem South Academy is an alternative provision within Derbyshire Local Authority and part of the Esteem Multi-Academy Trust. The trust currently comprises of 12 academies throughout Derbyshire, Derby City and East Staffordshire. Esteem South Academy is commissioned by Derbyshire Local Authority to provide 26 places for pupils aged 5 to 16.

We are seeking an enthusiastic teacher who would be excited to teach a modified curriculum to amazing group of individuals, throughout key stage 3 and 4. It is your chance to have a real impact on the lives of our learners and to help shape an offer that will be support them in long lasting success and happiness. You will help to develop the curriculum and embed experiential learning, whilst ensuring our students achieve the very best. Our students have a range of abilities, with some having special educational needs. Our students deserve someone who will engage and inspire them, ensuring they make exceptional progress from their starting points.

Reporting directly to the Headteacher, the ideal candidate should have experience of working with children with students who display difficult and sometimes challenging behaviour, though this is not essential. We welcome applications from Newly Qualified Teachers.

Benefits include: Teachers Pension Scheme, Westfield Health wellbeing service, a comprehensive and personalised CPD offer.

For further information, please contact Jolene Carter, Assistant Headteacher, on 01283 550667 or via email to jcarter@esteemsouthacademy.co.uk or visit our website at www.esteemmat.co.uk/vacancies. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

Closing date for applications: 26 January 2024 (23:59)

Interview date: WC 05 February 2024

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Job description and person specification

Job Description: Teacher

Post Title:	Teacher
Location:	Esteem South Academy, Memorial Hall, Newhall, Derbyshire, DE11 0TW
Purpose:	<ul style="list-style-type: none"> This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document. To teach pupils with social and behavioral issues and to carry out such other associated duties as are reasonably assigned by the Headteacher.
Reporting to:	Headteacher, Head of School
Responsible for:	KS3 and KS4
Liaising with:	Headteacher, Parents or Carers
Working Time:	32.5 hours per week
Salary/Grade:	MPS/UPS Actual Salary £30,000 - £46,525
Disclosure level	Enhanced
PRINCIPLE RESPONSIBILITIES	
To Achieve the Above	<p>1. Responsibilities</p> <ol style="list-style-type: none"> 1.1. To implement the curriculum in accordance with the school's philosophy and policies. 1.2. To be responsible for planning, evaluation, assessment and reporting of the teaching and learning of pupils, including annual reporting of special educational needs, in accordance with the schools and LA's practices and policies. 1.3. To teach groups of pupils in all areas of the school and community as required. 1.4. To lead on teaching and learning within school in specific areas as designated by the Deputy Headteacher 1.5. To have pastoral responsibility for a group of pupils if allocated by the Deputy Headteacher. 1.6. To work in close partnership with parents. 1.7. To ensure in all teaching situations the collaborative nature of working between non-teaching staff, support services and parents. 1.8. To maintain an inclusive and orderly learning environment through the effective management of resources, lesson planning and positive behaviour support. 1.9. To attend meetings as appropriate related to school development, pupils and curriculum. 1.10. Play an active role in own performance management and professional development including taking actions agreed at review meetings. <p>2. Organisation</p>

- 2.1 To organise appropriate work for all the pupils in consultation with colleagues.
- 2.2 To supervise the work of teaching staff and non teaching staff and support them in the organisation and implementation of appropriate work with the pupils.
- 2.3 To maintain records of assessment and collect appropriate data, pupil's individual education programmes and plans, risk assessments and positive behaviour records as required by the school.
- 2.4 To be involved in planning activities and use of resources alongside other team members.

3. Links

- 3.1 To attend regular review meetings with parents.
- 3.2 To promote the ethos of integrated working by liaison with a range of professionals as required.
- 3.3 To take part in in-services training and maintain professional development and review as required.

4. General

- 4.1 To be familiar with the relevant LA policies eg, equal opportunities, anti racism, inclusion, anti sexism and explore ways of putting them into practice in school.
- 4.2 To be familiar with relevant whole school policies and implement within school.
- 4.3 To undertake other reasonable duties and responsibilities as may be determined in consultation with the Executive Headteacher and the Head of School.

Other Generic Responsibilities:

- Represent and promote the ethos and values of Esteem Multi-Academy Trust
- To take and be accountable for all decisions made within the parameters of the job description
- Participate with performance management and training and activities that contribute to personal and professional development
- Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities
- Provide a high standard of customer service in all dealings internal and external to the MAT
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification: Teacher

Essential	Evidence
Hold QTS	A
Be an Outstanding Classroom Practitioner	A,I
Experience of working with SLD/MLD/ASD/ PMLD pupils	A,I
Experience of teaching through a cross curricular approach	A,I
Have the ability to lead on a curriculum subject.	A,I
Some experience of teaching Literacy and Numeracy	
A proven ability to personalise the curriculum for all pupils	A,I
A working knowledge of the Primary Curriculum for pupils with Special Educational Needs	A,I
An understanding of and commitment to Applied Learning.	A,I
Ability to work and plan as part of a team	A,I
Ability to manage support staff in the classroom	A,I,
Have a working knowledge of formative and summative assessment for pupils with Special Needs	A,I
An innovative and creative thinker	A,I
A team player with a good sense of humour	A,I, R
Excellent Communication skills – tactful, patient and sensitive	A,I,R
Demonstrate a clear understanding of equal opportunities, particularly issues relating to special needs.	A, R

A – Application

I – Interview

R - References

Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT. Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT. Our Safeguarding and Child Protection Policy can be found on the Esteem MAT website: <https://www.esteemmat.co.uk/policy-documents/>

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2023' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings.

If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.

Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered "not applicable", where appropriate, if your work has not brought you in to contact with children or young people.

Application process and timeline

Application forms are available on our website at www.esteemmat.co.uk/vacancies.

After the closing date, shortlisting will be conducted by a panel who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for any central office-based positions and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

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