

Hope Sentamu Learning Trust is a growing multi-academy trust for both primary and secondary schools along with Alternative Provisions.

Since the merger between Hope Learning Trust and the Sentamu Academy Trust, we continue to develop and grow so that everyone in our communities is given the opportunity to thrive. Schools across both the Trusts had previously been working together, so we already have a family of schools who share best practice. Each one of our schools has its own distinctive character, identity and strengths which it brings to the Trust so that we all benefit from each other. We have a very bright future ahead!

Our Vision

Our vision is really very simple. We aspire to provide a place where children and young people can thrive. The aspirations for our existing academies and those joining us are to establish environments where young people thrive. We want our schools to be places where children and young people thrive as active learners; compassionate, kind and creative individuals; caring and engaged citizens; and spiritual beings. We aim to grow together, to serve one another and nurture our children and young people.

In a world of turmoil we offer schools the opportunity to concentrate on teaching and learning, providing you with peace of mind as we look after everything else. Hope Sentamu Learning Trust presents opportunities and expectations that promote success.

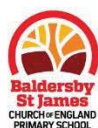
As a Trust, we want every young person to experience great teaching, so we place the highest value on developing colleagues at all levels.

By working together we can ensure:

- all children and young people have a school in which to thrive as learners, as individuals, as citizens and as spiritual beings
- all staff and all governors are nurtured
- all children develop spiritually as well as academically
- no school is left behind regardless of its context and challenges, whether these are around size, rurality or levels of deprivation
- that all governance is highly effective in supporting and challenging the local schools
- a better use of resources by collectively sharing central services
- a provision of effective teachers and support staff, sometimes working across schools in new and imaginative ways
- access to training, support and external validation from a team of highly experienced educational consultants who will also support, question and challenge
- a link to a Teaching School to train the next generation of teachers and to support and develop others
- access to national resources such as capital grants through the EFA and other funding only being made available to MATs

Good luck with your application and I look forward to hearing from you

Helen Winn
Chief Executive Officer



Job Title	Alternative Provision Tutor	Job Category	Support
Grade & Salary Range	Grade D, Scale Points 04 - 06, £15,977.22 to £16,622.78 Pro Rata Per Annum	Hours of Work	37 Hours per Week, Term Time Only
Location	Compass Academy	Travel Required	Occasional
Position Type	Fixed Term until 31st August 2022	Line Manager	Vice Principal - Behaviour & Attendance
Date Posted	11th October 2021	Posting Expires	19th October 2021
Interviews to be held	To Be Confirmed	Start Date	To Be Confirmed

Application Process

Please complete the online application form to apply for this role. All candidates are advised to refer to the job description and person specification before making an application. You should use the information supplied with in the Job Description & Person Specification to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. Your application may be viewed in regard to some or all of the skill specific areas over the course of the selection process. Applications via agencies will not be considered.

Job Details

We are looking to appoint an Alternative Provision Tutor to work with teachers to provide teaching, learning and pastoral support by working with individuals or small groups of students under the direction of the Senior Leadership Team and may be responsible for some learning activities within the overall teaching plan.

This role will work within the classroom or appropriate area of the school site to complement the professional work of teachers by taking responsibility for individuals or small groups under an agreed system of supervision.

Salary is dependent on current qualifications and experience, please see job descriptions for more information.

Hope Sentamu Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful candidate will be subject to an enhanced DBS check, medical clearance, satisfactory references and eligibility to work in the UK checks.

School / Academy Contact

Joanne Jackson, jackson.j@thecompassacademy.co.uk

For any queries regarding the role, please contact the school directly or alternatively you can contact the Recruitment Team via recruitment@hslt.academy

Alternative Provision Tutor, 37 Hours per Week, Term Time Only, Fixed Term Role

Grade D, Scale Point 04-06, £15,977.22 to £16,622.78 Pro Rata Per Annum

The Compass Academy prides itself on providing the highest standard of education to all students, regardless of their background.

We believe that those who have the least should be given the most. We achieve this through providing all pupils, but particularly those who have the most challenging and complex backgrounds, with a rigorous and academic education which challenges them, not only academically, but also in terms of their place in society.

We teach Character Education to prepare our pupils for life beyond the school gates and to give them the opportunity to flourish in modern society. We believe that there is a strong link between character and attainment, and that success is not measured simply by quantifiable outcomes such as test results and attendance figures. Achievement is praised through good attitudes towards learning coupled with good effort.

We believe that if you look after the whole child, then everything else will fall into place. Developing our pupils to have skills alongside knowledge is the key to success. All our pupils get the chance to achieve, be resilient, tolerate others and make great choices for life – in and outside school.

We strive to create an environment where each individual can flourish irrespective of their previous difficulties. We take a holistic approach to developing our pupils from support for families, to bespoke educational programmes leading to successful onward transition.

Together we will create powerful and collective experiences of compassion, courage, achievement & meaning. Ultimately, supporting & encouraging our pupils to chart their own course through life as successful citizens. We believe each and every member of our Compass family has the right to be successful, feel valued, loved and cared for.

The journey to success starts here!

Job Details

All posts at the Compass Academy involve at all times seeking to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy. Additional duties may be asked of members of staff by the Headteacher as occasion requires.

The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances.

Good luck with your application and I look forward to hearing from you!

Jacqui Thompson
Academy Principal



Job Description

Job Title	Alternative Provision Tutor
Grade	D
Responsible To	Headteacher / Principal / Vice Principal / Higher Level Teaching Assistant / Senior Advanced Teaching Assistant / SENCO / Inclusion Manager
Staff Managed	None
Job Family	Teaching Assistants
Job Purpose	To work with teachers to provide teaching, learning and pastoral support by working with individuals or small groups of students under the direction of Head of Key Stage/teaching staff/Higher Level Teaching Assistant and may be responsible for some learning activities within the overall teaching plan.
Job Context	Works within the classroom or appropriate area of the school site to complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision.
Accountabilities / Main Responsibilities	
Operational Issues	<ul style="list-style-type: none"> • Implement planned learning activities/teaching programmes/intervention as agreed with the teacher, adjusting activities according to students' responses as appropriate • Participate in planning and evaluation of learning activities with the teacher, providing feedback to the teacher/SENCO on student progress and behaviour • Support the teacher in monitoring, assessing and recording student progress/activities • Support learning by providing resources for lessons/activities • Support students in social and emotional well-being, reporting problems to the Head of Key Stage/ teacher / Child protection officer and parents as appropriate. • Monitor and keep documentation in line with the progress of students. • Understand and support independent learning and inclusion of all students as required. • Use behaviour management strategies including positive handling, in line with the school's policy and procedures which contribute to a purposeful learning environment. • Work with individual students with special educational needs • Work with students for whom English is not their first language • Assist in the development of individual development plans for students (such as Individual support plans) • Assist in the development of individual personal handling plans for students that require them (PHPs) • Assist in escorting and supervising students on educational visits and out of school activities • Select, prepare and clear away classroom materials and learning areas ensuring they are available for use, including developing and presenting displays • Support students in developing and implementing their own personal and social development • Monitor and manage stock and supplies for the classroom.
Communications	<ul style="list-style-type: none"> • Provide feedback to students and parents in relation to attainment and progress as appropriate (including Parent Review Days). • Share information about students with other staff, parents / carers, internal and external agencies, as appropriate (including use of CPOMS and SIMS).
Partnership or Corporate Working	<ul style="list-style-type: none"> • Support the work of volunteers and other teaching assistants in the classroom • Participate in meetings with other staff, external professionals and parents regarding pupils, in a support capacity to the teacher, who will normally lead on such matters • Assist in the induction and development of classroom support staff, cascading information and good practice

	<ul style="list-style-type: none"> • Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality • Participate in staff meetings • Share information confidentially about pupils with teachers and other professionals as required
Safeguarding	<ul style="list-style-type: none"> • Carry out tasks associated with pupil's personal hygiene and welfare, including personal intimate care, physical and medical needs, whilst encouraging independence (<i>Upon agreement with postholder</i>) • To be committed to safeguarding and promote the welfare of children, young people and adults, raising concerns as appropriate • Know about data protection issues in the context of your role. • Maintain confidentiality as appropriate • Have an awareness and basic knowledge where appropriate of the most recent safeguarding legislation.
Planning and Organising	<ul style="list-style-type: none"> • Assist the teacher and work as directed in preparation of the classroom and resources for planned work to take place • Undertake routine clerical duties as required • Support the use of ICT and adhere to relevant policies • Supervise and provide access arrangement for pupils sitting internal and external examinations and tests, ensuring that examinations comply with Examination Board Regulations • Participate in appraisal, training and other learning activities
Data Protection	<ul style="list-style-type: none"> • To comply with the Trusts policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.
Health and Safety	<ul style="list-style-type: none"> • Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. • To work with colleagues and others to maintain health, safety and welfare within the working environment.
Equalities	<ul style="list-style-type: none"> • We aim to make sure that services are provided fairly to all sections of our community, and that all our existing and future employees have equal opportunities. • Ensure services are delivered in accordance with the aims of the Equal Opportunities Policy Statement. • Develop own understanding of equality issues.
Flexibility	<ul style="list-style-type: none"> • Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. • Reasonable additional duties commensurate with the grading of the job role may be requested from your line manager. • Permanent & significant changes would be subject to consultation. All staff are required to comply with Policies and Procedures
Customer Service	<ul style="list-style-type: none"> • The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. • The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values. • Understand your own role and its limits, and the importance of providing care or support.

Person Specification

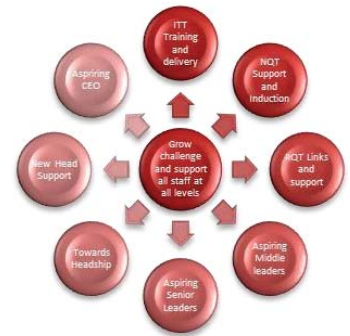
Job Title	Alternative Provision Tutor	
Grade	D	
Responsible To	Headteacher / Principal / Vice Principal / Higher Level Teaching Assistant / Senior Advanced Teaching Assistant / SENCO / Inclusion Manager	
Staff Managed	None	
Job Family	Teaching Assistants	
Essential		Desirable (if not attained, development may be provided for successful candidate)
Knowledge		
<ul style="list-style-type: none"> An awareness of child/young person's development and learning An understanding that children/young people have differing needs An understanding that children/Young people have differing needs and knowledge of inclusive practice 		<ul style="list-style-type: none"> Knowledge of School Information Management System (SIMS) Knowledge of Behaviour Management techniques Knowledge of Child Protection policies & Procedures Knowledge of Health & Safety legislation
Experience		
<ul style="list-style-type: none"> Experience appropriate to working with children in a learning environment 		<ul style="list-style-type: none"> Experience of delivering evidence-based interventions that accelerate learning
Occupational Skills		
<ul style="list-style-type: none"> Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers Good reading, writing and numeracy skills Demonstrable interpersonal skills 		<ul style="list-style-type: none"> Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe
Qualifications		
<ul style="list-style-type: none"> Relevant NVQ Level 3 qualification or equivalent 		<ul style="list-style-type: none"> Appropriate first aid training (<i>Dependent on the school's needs</i>)
Other Requirements		
<ul style="list-style-type: none"> Enhanced DBS clearance Ability to work successfully in a team Able to exercise judgement Confidentiality Flexibility To be committed to the school's policies and ethos To be committed to Continuing Professional Development Motivation to work with children and young people Ability to form and maintain appropriate relationships and personal boundaries with children and young people 		

Benefits of working at Hope Sentamu Learning Trust

Continuing Professional Development (CPD)

Hope Sentamu Learning Trust is committed to the professional development of all staff and is supported by the Education Team at the Diocese of York. This provides the opportunity for further CPD, networks and training to share best practice, as a member of a wider partnership of 125 diocesan schools and multi-academy trusts, across eight local authorities. We also have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues.

From ECT through to CEO, the Trust links with the Ebor Hope Teaching Schools Alliance, to provide high-quality, relevant training for all staff at all levels, pushing challenging, supporting and nurturing, enabling all members of the team to succeed, develop and aspire to the next challenge.



Pension Scheme

As an employee of the Trust you are offered membership of either the Teachers' Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee's paying contributions into the scheme (banded, based on earnings level) Hope Sentamu Learning Trust also pays into the scheme on your behalf. For more information please visit: www.teacherspensions.co.uk www.nypf.org.uk

Cycle to Work Scheme

For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Hope Sentamu Learning Trust pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be.

For more information visit www.cyclescheme.co.uk



Our Family

Our schools are places where young people can grow and excel and where colleagues strive to generate a culture of excellence and are innovative and collaborative.

As a Trust, we believe that by growing together as a family, belonging to a community with common goals and ambitions for its young people and having a central understanding that we should all put others needs before our own, we will succeed.