



**North East Derbyshire
Support Centre**

ART TEACHER

GRADE: MPS1 to UPS3 +SEN1

ACTUAL SALARY: £16,800 to £26,211 +£1,430.40

CONTRACT: Permanent, 3 days

LOCATION: Hasland site

START DATE: ASAP/September 2023

CANDIDATE INFORMATION PACK



What's 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
- About Esteem Multi-Academy Trust
- About North East Derbyshire Support Centre
- 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 position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

The North East Derbyshire Support Centre provides programmes of education to pupils identified as being at risk of exclusion, or who have already been permanently excluded from mainstream education. We meet the varied and complex needs of children in Key Stages 2, 3 and 4, at sites located in Chesterfield and in the High Peak.

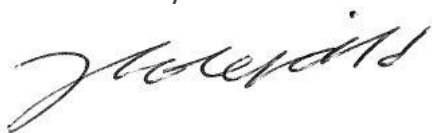
We are eager to appoint a dynamic and inspiring teacher who is passionate about enabling our pupils to access educational opportunities via an individualised curriculum, and, as much as possible, enabling and supporting them to be active citizens in the wider community.

If you think you have got what we are looking for, we look forward to receiving your application for consideration.

For further information and/or to arrange a school visit please contact The HR Team via email (hr@esteemmat.co.uk) or visit our website at <https://www.esteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

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 750 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.

About North East Derbyshire Support Centre



The North East Derbyshire Support Centre provides programmes of education to pupils identified as being at risk of exclusion, or who have already been permanently excluded from mainstream education. We meet the varied and complex needs of children in Key Stages 2, 3 and 4, at sites located in Chesterfield and in the High Peak.

We are looking to recruit an engaging and inspiring art teacher to join our academy to deliver education to our KS3 and 4 pupils at the Hasland site. These pupils have been excluded from mainstream and require teachers who understand their behaviours and can adapt their practise to meet the needs of the pupils. We aim to reintegrate pupils back to mainstream school where possible.

The current staffing team at Hasland consists of around 15 staff. The site is small, but a culture of team work, dedication and resilience is required. We are undergoing many developments at this time and have a new leadership team to drive the academy forwards with our curriculum offer and quality of buildings. There may be an opportunity in the near future to extend this contract to full time with the expansion of our academy and a 4th site in the Chesterfield area.

This post may also suite a candidate who was able to offer a second subject that we offer within our curriculum and a full time offer can be discussed at interview. It is an exciting time to join us.

The post is to be based at our Hasland site. There may be travel to other venues, pupil's homes, mainstream schools or our other sites for CPD as we are multi-sited. Mileage is paid for, and applicants are therefore required to have access to transport and business use insurance.

Every child deserves an education. Our primary aim is to support and re-engage young people, enabling them to think positively about their future pathway, and life after the Support Centre, whether that be re-integration into mainstream, further education or employment. Our Vision: "Inspire, Achieve, Exceed"

Our Pupils will:

- Feel safe, valued and trusted
- Recognise and achieve their full potential
- Take responsibility for their behaviour, and make healthy lifestyle choices
- Be positive about themselves and their future
- Be tolerant of others, and of the beliefs and views of others
- Be successful learners, both independently and when working with others
- Be self-motivated and have high expectations

We will achieve this by:

- Creating a safe learning environment, free of stigma and negativity
- Celebrating the success and achievements of every member of the learning community



- Establishing nurturing and supportive relationships between staff and pupils
- Setting high expectations for behaviour and academic success
- Providing a broad, balanced and relevant curriculum that provides the skills, confidence and qualifications to access opportunities in life
- Innovating learning, to engage and inspire
- Promoting tolerance and mutual respect
- Providing opportunities for students, parents and carers to voice opinions which form part of the decision-making process
- Providing an inclusive programme of learning opportunities and experiences that promote engagement

If you are an inspiring, energetic, flexible and engaging teacher with a passion for working with disaffected pupils and can contribute to a small staffing team with fresh new ideas then we may be the academy for you!

Further information about our Support Centre can be found on the website at www.nedsc.derbyshire.sch.uk

Yours faithfully

Janine Dix

Janine Dix

Headteacher

Advertisement

Job Title: Art Teacher

Location: NEDSC, Hasland site

Current NEDSC sites include: Barrow Hill, Station Road, Chesterfield, S43 2PG, The High Peak site, 25 High Street, Chapel-en-le-Frith, SK23 0HD, Hasland site, The Green, Hasland, Chesterfield, S41 0LN

Travel to all sites, pupil's homes on occasion, mainstream schools and other venues for CPD may be expected with mileage expenses available to be claimed from the nominated base.

Grade/Scale: MPS/UPS +SEN1 Actual Salary £16,800 to £26,211 +£1,430.40

Start date: ASAP/September 2023

Contract: Permanent, 3 days (19.5 hours per week)

It is a really exciting time in the academy's development as we look to expand our provision, enhance the curriculum offer and build a reputation as the alternative provider of choice in the county. We have made some really exciting appointments in the last year at a time where recruitment presents it challenges and we are now looking to offer a permanent contract for an art teacher to join our academy.

We are looking to recruit an inspiring teacher to join our academy to teach KS3 and 4 pupils at our Hasland site. The site is small, with a current staffing team of 15 staff and 100 pupils on roll. Classes are a maximum of approximately 10 pupils.

We welcome applications from candidates who are able to build strong relationships with pupils and have an understanding of behavioural, social and emotional challenges that young pupils may display. Candidates must be resilient and have excellent behaviour management techniques. Pupils who are referred to our academy therefore have difficulties in these areas and can be challenging.

We deliver the OCR Art GCSE currently. Art is a new subject being developed within our curriculum this year. If a candidate was able to offer a second subject that we also offer within our curriculum, we would be happy to discuss a full time contract.

This post will be based at the Hasland site for mileage purposes, however we are a multi sited academy and travel will be required at times. Candidates must have access to a vehicle and car insurance with business use included.

Benefits include: Teachers' Pension Scheme, Westfield Health membership, academy laptop.

For further information and/or to arrange an academy visit please contact the Headteacher (jdix@nedsc.derbyshire.sch.uk) or visit our website at <https://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: 07 May 2023

Interview date: TBC

We reserve the right to interview suitable candidates upon application and may close the application process prior to this date

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its pupils. 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: Art Teacher

North East Derbyshire Support Centre, Esteem Multi-Academy Trust

Salary: MPS1-UPS3 +SEN1 £16,800 to £26,211 +£1,430.40

Hours: 19.5 hours

Contract type: Permanent, 3 days

Reporting to: SLT, Site Lead

Responsible for: The Art curriculum, teaching and directing STLAS

Main purpose:

The teacher, under the direction of SLT, will take a major role in:

- Delivery of an appropriate and relevant art curriculum to meet the needs of KS3 and 4 Derbyshire pupils that are permanently excluded
- Preparation of long- term plans and medium term plans for subjects to ensure a sequenced delivery
- Ownership of subjects and excellent subject knowledge
- To re-engage pupils with education by delivering engaging and inspiring lessons of relevant content
- To increase pupil readiness for re-integration to mainstream education where possible or for next destination
- Baseline testing and target setting
- Management of pupil behaviour
- Safeguarding of pupils
- Production of Pupil Information Packs (PIPs) to identify pupil need, barriers to learning, target setting and associated risk assessment

Qualities:

The teacher will:

- Uphold public trust in academy leadership and maintain high standards of ethics, behaviour and professional conduct
- Be credible and an excellent role model
- Be enthusing, driven and be able to create new opportunities for our pupils
- Build positive and respectful relationships across the academy community and with other stakeholders
- Understand that our academy consists of several sites and the need for consistency across all sites
- Understand that we are working at a rapid pace to drive standards and implement a new curriculum offer
- Serve in the best interests of the academy's pupils.

Duties and responsibilities:

Academy culture and behaviour

Under the direction of SLT, the teacher will:

- Create a culture where pupils experience a positive and enriching academy life



- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism and resilience
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in the academy

Teaching, curriculum and assessment

Under the direction of SLT, the teacher will:

- Deliver high-quality teaching
- Ensure teaching is underpinned by effective pedagogy and adaptive teaching
- Effectively use formative assessment to inform strategy and decisions
- Effectively use data systems such as Boxall to evidence progress from a pupil's baseline towards targets
- Ensure that pupil progress is recorded and monitored
- Contribute to the academy's curriculum offer so that it is appropriate for pupil needs
- Be able to adapt planning to meet the needs of a variety of levels
- Produce and update Pupil Information Packs for identified pupils at site
- Contribute to the development of our nurture curriculum and the National Curriculum offer
- Deliver engaging and inspiring lessons
- Contribute to the curriculum offer with inspiring lessons that interest our pupils.

Additional and special educational needs (SEN) and disabilities

Under the direction of SLT, the teacher will:

- Promote a culture and practice that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Contribute to evidence for EHCP targets and Annual Reviews
- Make sure the academy works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the academy fulfils statutory duties regarding the SEND Code of Practice.

Professional development

Under the direction of SLT, the teacher will:

- Ensure that they take up appropriate CPD to develop expertise
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs.

Other areas of responsibility

- To contribute to site developments and additions to timetables to ensure a quality offer
- Contribute to the production of pupil information packs (PIPs)
- Contribute to pastoral development and be a form tutor
- Ensure that the rewards policy is followed and pupils are praised
- Communicate with referring home schools, parents and other agencies for wrap around care.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

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 CPD training and activities that contribute to personal and professional development for self and others within the academy
- Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities
- 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 the Headteacher to undertake work of a similar level that is not specified in this job description
- The post holder will be working in a developing environment and will therefore be expected to undertake other appropriate duties as required for the effective operation of the Trust

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.

The postholder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies.

The Headteacher and governing body reserve the right to amend the job description at any time after consultation with the post-holder.

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

Person Specification: Art Teacher

North East Derbyshire Support Centre, Esteem Multi-Academy Trust

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Skilful art expertise
Experience	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Previous teaching experience in a secondary school • Experience of working with challenging and vulnerable young people • Experience of working with pupils with SEND • Effective behaviour management • Teaching, planning and delivery of an art Curriculum at KS3 and 4 <p>DESIRABLE</p> <ul style="list-style-type: none"> • Experience of working in a non- mainstream education establishment • Experience of working in a multi sited school • Experience of implementing appropriate curriculum offers to meet the needs of a range of vulnerable pupils • Experience in curriculum or subject development • Experience of implementing a range of subject interventions such as reading and phonics • Of liaising with families and maintaining effective communication • Of teaching permanently excluded pupils • Experience of supporting staff and pupil mental health and wellbeing
Skills and knowledge	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Knowledge of GCSE art requirements • Understanding of high- quality teaching and learning • Ability to produce a high- quality curriculum offer and schemes of work • Understanding of effective approaches to learning • Ability to develop positive pupil behaviour strategies • Data analysis skills, and the ability to use data to set targets and measure progress • Effective communication and interpersonal skills • Ability to engage and inspire pupils with high quality planning and relevant content • Ability to build rapport with challenging pupils with varying needs • Ability to build effective working relationships • Knowledge of current safeguarding practises • Ability to work effectively as part of a small team • Knowledge of a variety of SEND and reasons that pupils may become dysregulated • Knowledge of SEMH development activities



	<p>DESIRABLE</p> <ul style="list-style-type: none">• Ability to safeguard vulnerable pupils and liaise with other professional agencies and social workers• Team Teach/ physical intervention trained
Personal qualities	<p>ESSENTIAL</p> <ul style="list-style-type: none">• A commitment to achieving the best outcomes for all pupils and promoting the ethos and values of the academy• Hardworking and flexible• A good sense of humour• Resilient• Will act to support their own wellbeing• To have a good level of self- reflection and be able to respond to positive criticism to develop professionally• Ability to work under pressure and prioritise effectively• Ability to maintain resilience and positivity• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.

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.

Each pupil'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 2022' 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 <https://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.

Closing date for applications: 07 May 2023

Interview date: TBC

We reserve the right to interview suitable candidates upon application and may close the application process prior to this date

For further information and/or to arrange an academy visit please contact the Headteacher (jdix@nedsc.derbyshire.sch.uk) or visit our website at <https://www.esteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.