



## Recruitment Pack

School: Bulwell St Mary's C of E Primary School

Role: Assistant Headteacher Inclusion

Closing date: Tuesday 4<sup>th</sup> February, 9am





## Contents Page

1. Message from Headteacher
2. About our School
3. Message from Rebecca Meredith, CEO
4. About Transform Trust
5. The Role
6. Job Description and Person Specification
7. How to Apply and Key Information
8. The Recruitment Process
9. Privacy Notice
10. Terms and Conditions



## 1. Message from Headteacher

Thank you for your interest in a job at our lovely school.

I am Mrs Burge, Headteacher of Bulwell St Mary's Church of England Primary & Nursery School.

I welcome you with open arms to our school and encourage you to come and visit as part of the application process.

I have been part of Transform Trust for over seven years and I have been working with the Leadership Team at Bulwell St Mary's since September 2024 and took over the Headship at Easter 2024.

A role at Bulwell is a commitment to our wonderful community. I want all our staff to feel that they can be their true selves here and guarantee you will be able to continue your developmental journey through your personal career.

As a staff we are positive and friendly with a good sense of humour! Our aim is to help children, parents and staff to flourish and thrive through focusing on our Christian Values and our Take Care Ethos.

### Respect

Do to others as you would like them to do to you.  
Luke 6:31



### Honesty

Let us tell our neighbours the truth, for we are all parts of the same body.  
Ephesians 4:25



### Friendship

Dear friends, since God so loved us, we also ought to love one another.  
1 John 4:11



### Forgiveness

If you forgive others their sins your heavenly Father will also forgive you.  
Matthew 6:14



### Courage

Be strong and courageous, do not be afraid.  
Joshua 1:9



### Creativity

We have different gifts according to the grace given to each of us.  
Romans 12:6



### Take Care of Ourselves



### Take Care of Each Other



### Take Care of Our Work



### Take Care of our School and World



Our school motto is 'Where Your Journey Begins'. We look forward to supporting you along that journey.

Bulwell is such an exciting place to be and I welcome your application.

Thank you

Mrs J Burge



## 2. Our school

Bulwell St Mary's is a wonderfully welcoming Church of England city school, where children from a variety of backgrounds come together to learn, grow and flourish in a supportive, nurturing Christian community.

I hope that our school website will demonstrate many of the activities we have taking place here at Bulwell St Mary's as well as communicating ideas and information that you may find useful. We are a community school in Bulwell and have strong links with our partner church and schools within our MAT.

Bulwell St. Mary's is a proud Church of England school that develops Christian values and morals. We focus on 6 key values: Respect, Friendship, Courage, Honesty, Forgiveness and Creativity. This allows our children to grow as individuals and interact positively with each other in all situations they encounter. The values are a way of life rather than a set of rules to be followed which allows our children to become respectful, thoughtful, content and happy.

Our last Ofsted and SIAMs inspections judged our school as good and we are very proud of the outcomes for every child, not only in terms of their academic progress but also our focus on developing citizens of the future.



### 3. Message from Rebecca Meredith CEO

Dear Applicant,

Thank you for your interest in working with Transform.

The recruitment pack should give you all the information needed, if you should need anything further please do not hesitate to ask or refer to our website <https://www.transformtrust.co.uk/> or the relevant school website for additional information.

At Transform, children come first. We have four Transform values: Respect, Kindness, Equity and Creativity. We believe that when every member of Transform lives by these then we will fulfill our aspiration "Together we Achieve".

Each and every member of the Transform team is the key to our continued success. We passionately believe in your professional learning, offer a wide range of employee benefits and actively listen to your feedback.

Children only get one opportunity at accessing an excellent education in order to grow into successful, happy and fulfilled adults. Join Transform and collectively we can ensure the children get the educational experience they deserve.

I hope that you find the information enclosed useful in your consideration of joining such a special extended family. I wish you every success and look forward to meeting and working with you.

All the very best.

Rebecca Meredith

CEO – Transform Trust



## 4. Transform Trust

We are an innovative Multi Academy Trust, established in 2013. Rebecca Meredith CBE arrived at Sneinton St Stephens C of E Primary as Head in 2002 when the school was in Special Measures and took it on an improvement journey to Outstanding. Building from this, Rebecca founded the Transform Teaching School with initially 10 member schools in Nottingham City, the aim to share and develop school to school support across like-minded professionals. Transform Trust was then founded in 2013, based on the principles of the Teaching School around sharing best practice

We currently have over 8300 children in 24 Primary schools covering Nottingham, Nottinghamshire, Derby and Derbyshire. We employ over 1200 staff and enjoy a high staff satisfaction rate. We like to think our values and ethos set us apart from other Trusts in that we have a strong focus on empowering our member schools to drive their improvement journey whilst maintaining their own individual identity and community focus

School	LA	Date joined Transform	Current Ofsted grading
Abbey Hill Primary	Nottinghamshire	1 April 2024	Good (April 2023)
Allenton Community Primary	Derby	1 January 2015	Good (April 2023)
Ashbrook Junior	Derbyshire	1 September 2020	Good (June 2023)
Breadsall Hill Top Primary	Derby	1 July 2017	Good (October 2021)
Brierley Forest Primary	Nottinghamshire	1 October 2022	Inadequate (November 2021)
Brocklewood Primary	Nottingham	1 January 2015	Good (March 2023)
Bulwell St Mary's C of E Primary	Nottingham	1 August 2016	Good (October 2024)
Burford Primary	Nottingham	1 August 2016	Good (May 2019)
Edale Rise Primary	Nottingham	1 April 2014	Good (June 2023)
Highbank Primary	Nottingham	1 October 2013	Good (Feb 2023)
Lawn Primary	Derby	1 December 2019	Outstanding (June 24)
King Edward Primary	Nottinghamshire	1 June 2024	Good (July 2023)
Parkdale Primary	Nottinghamshire	1 July 2018	Good (November 2022)
Pear Tree Community Junior	Derby	1 July 2017	Good (November 2021)
Ravensdale Junior	Derby	1 September 2019	Good (September 2023)
Robert Shaw Primary	Nottingham	1 June 2017	Good (September 2021)
Rosslyn Park Primary	Nottingham	1 January 2015	Good (October 2023)
Sneinton St Stephen's C of E Primary	Nottingham	1 January 2013	Outstanding (January 2024)
South Wilford Endowed C of E Primary	Nottingham	1 January 2018	Good (December 2022)
Sutton Road Primary	Nottinghamshire	1 August 2024	Good (March 2019)
Whitegate Primary	Nottingham	1 July 2017	Good (September 2021)
William Booth Primary	Nottingham	1 June 2017	Good (October 2021)
Woodland View Primary	Nottinghamshire	1 May 2023	Requires Improvement (April 2019)
Zaytouna Primary	Derby	1 September 2018	Good (September 2023)



Through our Trust, we offer unrivalled opportunities for professional development and networking, from specialist leadership support and mentoring for our Headteachers to bespoke CPD for teaching and support staff. This is through Transform's unique and highly regarded CPD offer Transform Applied [www.transformapplied.co.uk](http://www.transformapplied.co.uk).

In 2021 the Teaching School model was changed nationally so although no longer a Teaching School we now work closely with Flying High Teaching School Hub. We are also strategic partners in East Midlands Maths Hub and Derby Research School. Our links with the Flying High Teaching School Hub, allows us to offer access to a comprehensive range of professional development, research and innovative programmes and networks from initial teacher training to Senior Leader development as well as special events designed to inspire and motivate.

We have cultivated a strong supportive environment for our schools that utilises the collective skills and knowledge of our independent-minded Headteachers and practitioners, enabling our schools to achieve high educational standards.

Centrally, we have a team of Governance, Safeguarding, Programme / Project, Finance and Human Resources specialists who ensure all the functions of the Trust operate effectively and efficiently. Each service area has an Executive Lead responsible for setting the strategy for improvement and development.

## **Our Purpose**

To be an innovative and inclusive Trust working for all children.

## **Our Vision**

As a Trust we are committed to transforming the lives of all of the children in our schools and enabling them to achieve to their full potential. We recognise that supporting and developing all staff within our schools is vital to that aim. To that end, we have created a nurturing, inclusive culture that places great value on the support, empowerment and development of all staff within our family of schools.

## **Our Values**

Our values are woven into all aspects of our organisation; its strategy, operations and provision, and are a clear and concise articulation of our purpose:

Respect,  
Kindness,  
Equity,  
Creativity  
Key facts:

- We host a Children's Parliament, Children's Celebration, Sports and Arts festivals and work together to support children and families with SEND – we care passionately about the whole child.
- Our unique Trust Guardians group provides school support, guidance and challenge to ensure children are kept safe, attend, have equal access and their welfare promoted.
- We employ over 1100 staff and enjoy a high staff satisfaction rate. We recognise that our school leaders and teams are our most important resource and we value their work, passion and commitment. We recognise the importance of staff welfare and a managed workload, and the place that wellbeing plays in the recruitment and retention of staff.
- We don't operate performance related pay for Main Pay Scale teachers- you will increment each September up to Main pay point 6 unless significant concerns about standards of performance have



- been raised in writing with the teacher during the annual performance management / appraisal cycle and have not been addressed through support provided by the school by the conclusion of that process. Thereafter you must apply to move through threshold.
- Support staff increment each April up to the maximum point for their grade
  - We undertake an annual staff survey plus termly shorter surveys to gather your views and make changes to help shape our Trust.
  - We encourage staff to undertake training and development, and where appropriate, to explore new challenges within their own school or through opportunities for secondments or promotions to other schools within the Trust. Professional development is key to our success. We work closely with Flying High Teaching School Hub and other strategic partners to produce bespoke CPD.
  - We encourage the sharing of good practice between schools and have set up Professional Learning Communities (network groups) and partnerships to support this. We have a well-developed secondment policy and system across the Trust that allows opportunities for people to develop their potential in a different role.
  - Running through our core principles is the FED style of leadership (Future, Engage Deliver) and we work closely with the founder, Steve Radcliffe to deliver this.
  - We are clear about our expectations of employees and offer a transparent and supportive working culture in return.
  - We offer staff benefits such as 24/7/365 employee welfare support; tax saving salary sacrifice schemes; a staff benefits scheme that offers a host of benefits and discounts, discounted gym/leisure membership at some local authority run leisure centres, free eye tests for those who use VDU equipment; we offered 'flu jabs for staff this year and actively seek employee views on what they would like as part of an employee benefits package.
  - We have a highly-skilled team that offer Trust schools tailored teaching and learning and leadership support. The team work directly with schools and facilitate collaborative planning and Continuing Professional Development (CPD) across the Trust through our high regarded CPD service [www.transformapplied.co.uk](http://www.transformapplied.co.uk).
  - Our dedicated Trust Associates deliver a comprehensive annual calendar of over 40 high quality CPD programmes meeting the needs of our staff. These include coaching, reading specialist, TA workshops, mastery maths, early years leadership, curriculum development, NQTs and digital teach-meets.
  - We have Lead Associates driving key strategic areas such as Equality, Diversity and Inclusion, Talent, Wellbeing and Early Career Teaching as well as a Lead Associate driving the development of Transform Applied.
  - Access to apprenticeship levy funded training to enhance our CPD offering.
  - Transform has trained over 100 new teachers through our School Direct partnership with the University of Nottingham. In 2019 we established School Direct Derby in partnership with the University of Derby.
  - We also run ECT Programmes to nurture and develop our early career teachers working in partnership with Flying High Teaching School Hub.
  - In 2017 we launched our Transform Enrichment Diploma (TED) which provides an age-related framework for enrichment to access a range of activities to develop skills, talents and character for all our pupils.

Access to our policies including child protection and safeguarding; health and safety; and recruitment and selection can be found on our website <https://www.transformtrust.co.uk/policies/>

Please also check out the policies on the school website for the role you are applying for.





## 5. Details of the role

**Assistant Headteacher Inclusion**  
**Required from April 2025**  
**Full time**  
**Permanent**  
**Leadership Scale Points L1 – L5**  
**Salary £49,781 - £54,939**

Bulwell St Mary's Church of England Primary & Nursery School is seeking to appoint an inspirational leader to the post of Assistant Headteacher to lead Inclusion. We want to recruit people who are passionate about making a difference to children and want to challenge themselves to keep on improving. Our working relationships are positive, supportive and forward looking.

Bulwell St Mary's is a wonderfully welcoming Church of England city school, where children from a variety of backgrounds come together to learn, grow and flourish in a supportive, nurturing Christian community.

We are looking for an ambitious practitioner who has high expectations and puts the children at the heart of everything they do.

You will:

- Have the ability to identify and deliver outstanding teaching.
- Have senior leadership experience within a primary school.
- Have the SENDCo Qualification or be willing to work towards it.
- Be a collaborative and inspirational leader, with a strong ability to motivate and empower staff and children to achieve their full potential.
- Care passionately about children and their development whilst still driving forward pupil progress and achievement.
- Be an outstanding classroom practitioner with a proven track record of raising standards for all, especially children with additional needs.
- Have excellent interpersonal and communication skills, able to build on and maintain strong relationships with staff, parents and carers, children, governors and the local and wider community.
- Have the ability to lead on further improving teaching and learning and developing the wider curriculum, including a core subject.

In return we offer:

- A welcoming community and a highly motivated, professional staff team that are driven towards continuously raising standards.
- Excellent professional development opportunities through an extensive range of network groups and other Transform Trust initiatives.
- Calm and purposeful learning environments.
- Excellent partnerships between pupils, staff, parents, governors and community.
- A forward-thinking approach to teaching and learning throughout the school.
- Career opportunities as part of a successful Multi Academy Trust

Visits to our school are warmly welcomed, please contact the school office (0115 915 1506) to arrange an appointment.



## How to apply

Equality and diversity matters to us. If you think you'd be suited to one of our roles we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality. We are a Disability Confident Committed Employer and as such anyone who is registered disabled and meets the essential person specification criteria will be shortlisted for interview.

Please complete the online application form which you will find on the Transform Trust website <http://www.transformtrust.co.uk/vacancies>. Please ensure that you follow the instructions within the application form and ensure that there are no gaps in your education or employment history that are not accounted for.

Any questions or queries should be directed to: Mrs D Lyons; Email: [d.lyons@bsm.nottingham.sch.uk](mailto:d.lyons@bsm.nottingham.sch.uk)  
Telephone: 0115 915 1506

**Closing date for applications: Tuesday 4<sup>th</sup> February, 9am**

**Transform Trust** is a Multi Academy Trust with over 8300 children in 24 Primary Schools covering Nottingham, Nottinghamshire, Derby and Derbyshire. Joining us, you will be part of an ambitious and innovative organisation. We have a strong focus on empowering our member schools to drive their improvement journey whilst maintaining their own individual identity and community focus.

We believe education has the power to transform lives and communities. Our purpose is to be an innovative and inclusive Trust working for all children.

We are an employer that encourages flexible working and promotes wellbeing through workload considerations.

## Safeguarding

**Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. All appointments are subject to safer recruitment procedures and pre-employment background checks, including satisfactory references, medical, Enhanced DBS with children's barred list clearance, online and social media checks and completion of relevant safeguarding training including Safeguarding Children in Education**

**All school roles are classed as regulated activity and as such, it is an offence to apply to for this role if you are barred from engaging in regulated activity relevant to children**



## 6. Job description and person spec

### Job Description

<b>School: Bulwell St Mary's Church of England Primary &amp; Nursery School</b>
<b>Post Title: Assistant Headteacher Inclusion</b>
<b>Grade/Pay Range: Leadership L1-L5</b>
<b>Hours/weeks: Full time permanent</b>
<b>Reporting to: Head Teacher and Governors of the school</b>
<b>Department/Team: Teaching /SLT</b>

### Overall Purpose of Post

To play a strategic role under the direction of the Head Teacher in formulating the aims and objectives of the school, establishing the policies through which they shall be achieved, managing and holding staff to account, managing resources to achieve the aims and objectives of the school and monitor progress towards their achievement with a particular focus on Inclusion and pupils with SEND.

### Main Duties and Responsibilities

You will be required to carry out the following duties. The nature of the Academy year requires some of these tasks to be done regularly whilst others will be on an annual cycle. The post holder will be expected to use all Trust standard computer hardware and software packages where appropriate. Specific responsibilities include:

### Qualities and Knowledge

- Ensure the vision for the school is clearly articulated, shared understood and acted upon effectively by all;
- Demonstrate the vision and values of the school in everyday work and practice;
- Motivate and work with others to create a shared culture and positive climate.
- Ensure through leading by example, the active involvement of pupils and staff in their own learning.
- Reflect on personal contribution to school achievements and take account of feedback from others.
- Agree, monitor and evaluate the subject pupil progress targets to make a measurable contribution to whole school targets (with a particular focus on SEND pupils)
- Engage all staff in the creation, consistent implementation and improvement in schemes of work and curriculum plans which encapsulates key school learning strategies.
- Provide guidance on a choice of teaching and learning methods / strategies.
- Coach and mentor.
- Model and demonstrate.
- Act as a consultant for other staff.



- Exemplify good practice.
- Evaluate the quality of teaching and standards of achievement, setting targets for improvement.
- Be a Designated Safeguarding Lead and part of the Safeguarding Team
- Be a proactive and effective member of the Senior Leadership Team, championing SEND.
- Undertake the role of the SENDCO for the school including fulfilling all statutory elements of the role, supporting staff with the identification of SEND pupils, undertaking the day-to-day co-ordination of SEN pupils' provisions, providing professional guidance to staff to provide good teaching for SEN pupils and working closely with external agencies.

## Pupils and Staff

- Undertake the professional duties of the Assistant Head Teacher reasonably delegated to you by the Head Teacher.
- Be an excellent role model, exemplifying a high standard of teaching, and promoting high expectations for all members of the school community.
- Hold staff to account, manage resources to achieve the aims and objectives of the school and monitor progress towards their achievement.
- In partnership with the Head Teacher and the Senior Leadership Team, provide professional leadership and management of Inclusion including SEND provision throughout the school.
- To provide professional leadership and management of School Development Plan priorities.
- Work with the Head Teacher to raise the quality of teaching and learning and pupil's achievement, setting high expectations and monitoring and evaluating effectiveness of learning outcomes.
- Provide feedback for colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives resulting in a tangible impact on students learning.
- Organise and support the induction of staff new to the school and those being trained within school.
- Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across school.
- Take responsibility for promoting and safeguarding the welfare of children and young people within school.
- Be a Designated Safeguarding Lead and part of the Safeguarding Team.
- Be the designated teacher for Looked After Children.
- Work closely with the Attendance Administrator and Safeguarding Lead to take the lead on improving children's attendance.
- Lead on strategies to reduce pupil absence.
- Work with the Pastoral Team to support families.
- Lead on Behaviour throughout the school in conjunction with the Safeguarding and Pastoral Team.
- Lead the school's strategy to address the needs of disadvantaged pupils who are in receipt of Pupil Premium Funding.
- Ensure targeted intervention and effective resource allocation to maximise academic progress and close attainment gaps.
- Collaborate with staff to embed inclusive practices across school.
- Line manage the Teaching Assistants within school.

## Develop Key stage teams, subject teams and individuals

- Undertake coaching and mentoring;
- Plan, organise and deliver staff meetings,



- Keep abreast of the latest developments, particularly in Inclusion and SEND, and disseminate effectively to other members of staff.
- Plan, delegate and evaluate work carried out by team(s) and individuals.
- Create, maintain and enhance effective relationships.
- Take responsibility and accountability for identified areas of leadership including statistical analysis of pupil groups, progress data and target setting.

## Generic / Teachers

- You are to carry out the duties of a school teacher as set out in the current Pay and Conditions Document and subject to amendments due to Government legislation. This includes any duties as may be reasonably directed by the Head Teacher and the accountabilities expected of class teachers at Transform Trust where you will be expected to model exemplary practice.
- To facilitate and encourage learning which enables students to achieve high standards, to share and support the responsibility for the well-being, education and behaviour of all children.
- All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards, and are expected to uphold and promote the school's aims and values.
- All staff will be involved in working together, as part of a team, to develop areas of provision that impact positively on learning and teaching across the curriculum.
- All staff will take an active role in the School Self Evaluation process.
- All staff are expected to actively undertake professional development through keeping abreast of the latest developments and thinking, coaching and mentoring, and self-evaluation and peer review.

## Systems and Process

- Work with the Head Teacher to ensure the school's accountability to a wide range of groups, particularly parents, carers, governors and the DfE; ensuring that pupils enjoy and benefit from a high quality education, for promoting collective responsibility within the whole school community.
- Develop a school ethos which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To undertake annual appraisal arrangements, setting and agreeing targets linked to school development plan priorities with the Head Teacher.
- Work with the Governing Body (providing information, objective advice and support) to enable it to meet its responsibilities.
- Develop and present a coherent, understandable and accurate account of the school's performance to a range of audiences including governors, parents and carers.
- Work with the Head Teacher to provide effective organisation and management of the school and seek ways to improve organisational structures and functions based on rigorous self-evaluation.
- Work with the Head Teacher to ensure the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment.
- Ensure the day-to-day effective organisation and running of the school including the deployment of staff, as appropriate.
- Oversee and evaluate the subject / area budget allocation to ensure the budget is spent in line with subject / area learning priorities and best value principles
- Secure and allocate resources to support effective learning and teaching within the subject area(s)
- Monitor and control the use of resources and budget according to the school's agreed financial procedures.



- Assist the Head Teacher in the ongoing and annual review of standards of leadership, teaching and learning in specific areas of responsibility and across all areas of school provision, consistent with the procedures in the school self-evaluation policy.
- Monitor and evaluate development plans ensuring they support the achievement of the Whole School Development Plan
- Develop and implement policies and practices for the subject / area(s) which reflects the school's commitment to high achievement and is consistent with national and local strategies and policies.
- Promote high expectations for attainment.
- Establish short, medium and long term plans for the development and resourcing for the specific areas of responsibility.
- Monitor the progress made in achieving subject / area plans and targets, and evaluate the effect on teaching and learning.
- Work with outside agencies and stakeholders to inform future action.
- Promote a culture of inclusion within the school community where all views are valued and taken into account.

## The Self-improving School System

- Work with the Head Teacher to build a professional learning community which enables others to achieve.
- Support staff within your team and within the whole school, in achieving high standards through effective continuing professional development.
- Be committed to your own professional development.
- Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
- Promote the positive involvement of Parents/Carers in school life.
- Organise and conduct meetings, where appropriate with Parents/Carers to ensure positive outcomes for all parties.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and others.
- Regularly review own practice, set personal targets and take responsibility for own professional development.
- Work with the Head Teacher to engage with the internal and external school community to secure equity and entitlement.
- Work with the Head Teacher to collaborate with other schools and organisations in order to share expertise and bring positive benefits to their own and other schools.
- Work with the Head Teacher to work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

## Specific Duties for Assistant Head Teacher

To take an active role in the Schools Leadership Team, contributing to the development of identified areas leading to high standards of teaching, effective use of resources and improved standards of learning and achievement for all children.

- To lead the appraisal of TAs alongside the Lead TA/Trust Support Staff Associate
- To support staff in their work and fostering good relationships.



- To lead staff discussions, as appropriate, on curriculum development and educational changes within the school.
- To work with colleagues to develop and maintain links with Governors, Trust schools, neighbouring schools and all other agencies.
- To undertake other duties as may be agreed in consultation with the Head Teacher.
- To monitor the attainment and progress of individual and specific groups of pupils in consultation with the Head Teacher.

## General

- Work in a professional manner and with integrity and maintain confidentiality of records and information.
- Maintain up to date knowledge in line with national changes and legislation as appropriate to the role.
- Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding.
- Participate in the Trust Appraisal process and undertake training and professional development as required.
- Contribute to the overall aims and ethos of the School and Transform Trust
- Establish constructive relationships with colleagues, other schools within the Trust and outside agencies.

These above mentioned duties are neither exclusive nor exhaustive, the post- holder maybe required to carry out other duties as required by the Trust. The responsibility level of any other duties should not exceed those outlined above.

Name of Post Holder

Signature

Date



## Person Specification

Essential	Desirable
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of additional further educational qualifications.</li> <li>NPQ for SEND (or willingness to work towards)</li> </ul>
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Be a consistently excellent teacher and be able to model and exemplify this to others.</li> <li>Substantial knowledge and understanding of learning and teaching across the primary age range.</li> <li>Experience of a significant leadership role.</li> <li>Experience of Assessment for Learning, delivery of the Curriculum.</li> <li>Leading and managing change.</li> <li>Experience or understanding of the unique challenges of working within a multiculturally diverse school/community.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with school Governors.</li> <li>Experience of teaching in more than one key stage.</li> <li>Awareness of the additional opportunities and challenges of Academy status.</li> <li>Safeguarding strength/background.</li> <li>Significant (more than 2 years) experience as a SENDCO</li> <li>Experience setting up an Alternative Provision</li> </ul>
<b>Knowledge &amp; Understanding</b>	
<ul style="list-style-type: none"> <li>A practitioner with a very good knowledge and understanding of:                             <ul style="list-style-type: none"> <li>Current national education initiatives, particularly around SEND</li> <li>Target setting; pupil tracking; and other methods of analysing both pupil attainment and achievements.</li> <li>The importance of measuring the impact of interventions and taking next steps to ensure progress.</li> <li>Strategies for inclusion and development of all children.</li> <li>A commitment to developing an enriched and diverse curriculum in school and through extra- curricular activities.</li> <li>ICT and its effective use as a management tool as well as across the curriculum to enhance teaching and learning.</li> <li>Child Protection and Safeguarding procedures and legislation.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Active contribution to the whole School Improvement Plan.</li> <li>Monitoring and reviewing the School Improvement Plan.</li> <li>Working in partnership with parents and outside agencies.</li> </ul>
<b>Leadership Skills</b>	
<ul style="list-style-type: none"> <li>Take a lead role in school development</li> <li>Demonstrate outstanding practice in class teaching.</li> <li>Communicate clearly and effectively with all those involved in the life of the school.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of motivating and inspiring confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school.</li> </ul>





<ul style="list-style-type: none"> <li>● Be flexible and supportive of all staff.</li> <li>● Contribute to staff development activities; Experience of coaching and mentoring staff to improve quality of teaching.</li> <li>● Set a good example in terms of punctuality, attendance and general professionalism.</li> <li>● Think creatively and imaginatively to solve problems and identify opportunities.</li> <li>● Lead and manage people to work both individually and in teams; to facilitate a collaborative approach to decision making.</li> <li>● Ability to work in tandem with the headteacher enabling school vision to be put into practice.</li> </ul>	<ul style="list-style-type: none"> <li>● Dealing sensitively with people and resolving conflicts.</li> <li>● Deploying staff to ensure children/ groups of children make good or better progress.</li> <li>● Attending Governor's meetings.</li> <li>● Willingness to partake in Trust networks</li> </ul>
<p><b>Personal Attributes</b></p>	
<p>Ability to plan time and organise work effectively. This will include an ability to:</p> <ul style="list-style-type: none"> <li>● Prioritise and manage time.</li> <li>● Have a sense of humour, energy and enthusiasm.</li> <li>● Be an excellent communicator.</li> <li>● Capacity to influence others.</li> <li>● Be approachable.</li> <li>● Work under pressure and meet deadlines.</li> <li>● Be self-motivating and set personal goals.</li> <li>● Be innovative</li> </ul>	

**References are essential**

At least two fully supportive references, one from the current employer.



## 7. How to Apply and Key Information

Equality and diversity matters to us. If you think you'd be suited to this role we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality.

### Equalities

Transform Trust is a **Disability Confident Committed Employer** and we aim to ensure that our recruitment processes are inclusive and accessible.

We are committed to offering an interview to disabled people who meet the essential criteria as detailed in the person specification for the advertised role.

Shortlisting is based on the information you supply to support your application. Equal opportunity data is not shared with any member of the shortlisting panel prior to or during the selection process.

The Equality Act 2010 protects people with disabilities from unlawful discrimination. To meet the Act's definition, a person must have a physical or mental impairment, which has substantial long-term effects on their ability to carry out normal day-to-day activities. If we know you have a disability, we will adjust the working arrangement and/or the working environment, provided it is reasonable in the circumstances to do so. To be protected by the Act an individual must therefore have:

- A long term physical or mental impairment (lasting or likely to last for 12 months or more); and
- A condition that has a substantial adverse impact on his/her ability to carry out normal day-to-day activities.

The schools Equality Policy can be found on their website.

### Flexible Working

We are committed as a Trust to supporting all employee's whether long standing, or new to Trust maintain a healthy and rewarding work / life balance. We have a Flexible Working policy that outlines our commitment and in addition, we are considering implementing the "Flex from 1" approach which is to allow an employee to request flexible working from their first day of employment.

### Right to work in the UK

You must have the right to work in the UK to apply for any of our roles.

### Qualifications

For certain roles such as Teachers you will need to hold the required qualifications to be considered. **Please refer to the person specification for details of the qualifications required for this role.**

### Safeguarding

**Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. This appointment is subject to safer recruitment procedures, including satisfactory references, medical, Enhanced DBS with children's barred list clearance, online and social media checks and completion of relevant safeguarding training including Safeguarding Children in Education**

**All school roles are classed as regulated activity and as such, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children**



All new Trust employees will be required to complete an **enhanced DBS with children's barred list** check which must be in place before they can start in the role.

The position you are applying for gives you privileged access to vulnerable groups therefore, you are required to disclose all spent convictions and cautions under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. This means that you must disclose spent and unspent convictions other than those which are so "protected". The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance on the filtering of "protected" convictions and cautions can be accessed on the Disclosure and Barring Service or the Ministry of Justice websites.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website <https://www.gov.uk/government/organisations/ministry-of-justice>.

Please note that Enhanced certificates may include information relating to a protected caution or conviction if the police consider that it is relevant to the workforce that the individual intends to work in.

The Schools policies including Child Protection and Safeguarding are available on their website.

## **Overseas checks**

In addition, we will require you to complete a declaration to identify if you have worked outside the UK. If you have lived abroad in the last 10 years for 3 months or more you will be required to obtain a certificate of good conduct/ police clearance from the countries you have resided in . It is your responsibility to obtain this clearance and at your cost

Details of how to obtain such a check from the relevant authorities abroad are available online at:

<https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>

If the country concerned is not listed, you will need to contact the relevant embassy or consulate for further details. Contact details can be found online at:

<https://www.gov.uk/government/publications/foreign-embassies-in-the-uk>

For those that have taught overseas we will require proof of good conduct from the professional teacher regulating authority in the country in which you worked in addition to the Certificate of Good Character/police check

## **Social Media checks**

In line with Government guidance, Keeping Children Safe in Education, we are required to undertake on line searches/ social media checks on shortlisted candidates to identify any information, incident or issue that has happened, which is publicly available online, and that may affect your suitability to work with children or the reputation of the school if you were to be employed.

If you are shortlisted, you will be asked to complete a data consent and self-declaration form which will ask you to provide details of your social media accounts / details of how to find your profile(s) on the internet. Failure to provide us with the information to allow us to undertake such checks will result in withdrawal of the invitation to interview.



Any information found in the public domain that could affect your suitability to work with children or the reputation of the school will be discussed with you and may result in any offer of employment that has been made being withdrawn.

## References

You must provide two suitable referees to be able to provide factual information about you for us to consider as part of the recruitment process:

- Your first referee **must** be your current employer (or if you are not currently employed your most recent employer) and this needs to be completed by a senior person with appropriate authority (if your referee is school based then this should be the Headteacher)
- If you are not currently working with children but have done in the past, your second referee must be from an employer who can comment on your suitability to work with children.
- We do not accept open references ie “to whom it may concern”
- We only accept professional references and therefore cannot accept friends, relations, neighbours, work colleagues (unless they were your line manager and can advise on any disciplinary investigations) as named referees.
- Where possible please ensure one of your referees can comment on your suitability to work with children, this could be in a working or volunteering capacity (ie scout leader, class teacher if undertaken volunteering within a school, church/temple leader).
- If you have not previously worked with children and the role you are undertaking is of an administrative or technical nature then we will require one reference to be able to comment on your ability to do the role you are being appointed to

References will be called for before interview in line with DFE guidance and our safer recruitment policy and will be sent electronically to the referees you name on your application form. Please ensure that you have contacted your referee to ask them to provide a reference and ensure that their email address that you include in the application form is correct.

## Completion of the Application Form

All roles are advertised on the Transform Trust website which links through to HireRoad (previously known as Vacancy Filler) which is an online application portal.

<http://www.transformtrust.co.uk/vacancies>

Please complete the application form before the closing date which will be detailed in the about the role section above

Please ensure that you follow the guidance on providing satisfactory referees who can comment on your suitability for the role and for working with children. One of your referees must be your current or most recent employer.

You are required to provide details of all employment since finishing full time education and account for any gaps in employment such as unemployment, maternity leave, raising a family, travelling, volunteering etc. The vacancy filler system will highlight any periods that there are gaps and these will need to be completed before the application can be submitted

You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form. Please ensure that your supporting statement provides concise and specific examples to demonstrate your achievements



and skills addressing the specific criteria as set out in the person specification. For those candidates who are invited to interview, this information will be explored further.

You are invited to complete and return the Equality and Diversity Monitoring section which forms part of the application form. The information on the form will be treated as confidential, and used for statistical purposes only. Those who are on the shortlisting panel will not have access to this information.

Any questions or queries about the role should be directed to the school details of which are included in the "about the role" section above. Any technical queries relating to the HireRoad system will be supported by a member of the support team, please contact the team by calling 01509 236434.

**Transform Trust and its schools are committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. This appointment is subject to safer recruitment procedures, including satisfactory references, medical, Enhanced DBS with children's barred list clearance and completion of safeguarding children in education training**

## 8. The Recruitment Process

After the closing date, short listing will be conducted by a Panel, who will match your skills and experience against the criteria in the Person Specification.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as a current 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 any documentation evidencing change of name

Documents confirming any educational or professional qualifications that are necessary or relevant for the post i.e. degree certificate, QTS certificate

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient

You will also be asked to complete a self -declaration regarding your suitability to work with children and provide your consent to us holding certain data about you.

You will receive a letter or email with details of the interview process, what to prepare and what to expect i.e. teaching task, tasks relevant to the role and formal interview. All roles working in school will be subject to a formal interview as a minimum. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people



- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Unfortunately, due to the high number of applications we receive, we are not able to provide feedback if you are not shortlisted. The HireRoad system will send you an automated email once your application form has been successfully submitted which will advise that should you not hear from us within 10 working days of the closing date then you should assume that you have not been shortlisted on this occasion. Please do not be disheartened- check over your application form and see whether you think you could have given more evidence to meet the experience and qualities we are looking for ready for the next role that we may advertise.

If you are seriously interested in working for Transform Trust then why don't you register for job alerts on our vacancies page <http://www.transformtrust.co.uk/vacancies>. This will ensure that you receive email alerts as soon as role are advertised that fit your selected criteria

## 9. Transform Trust Recruitment Privacy Notice

As part of your application to join Transform Trust or a Trust member school, we will gather and use information relating to you. Information that we hold in relation to individuals is known as their "personal data". This will include data that we obtain from you directly and data about you that we obtain from other people and organisations. We might also need to continue to hold your personal data for a period of time after the recruitment process, even if you are unsuccessful. Anything that we do with an individual's personal data is known as "processing".

This document sets out what personal data we will gather and hold about individuals who apply for a position with us, why we process that data, who we share this information with, and your rights in relation to your personal data processed by us.

### What information do we process during your application process?

We may collect, hold, share and otherwise use the following information about you during your application process.

Up to, and including, shortlisting stage:

- Your name and contact details (i.e. address, home and mobile phone numbers, email address);
- Details of your qualifications, training, experience, duties, employment history (including job titles, salary, relevant dates and working hours), details of driving licence (if relevant for role), membership of professional bodies and interests;
- Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs (which you can withhold if you wish and does not form any part of the recruitment process);
- Details of your referees;
- Whether you are related to any member of our workforce; and
- Details of any support or assistance you may need to assist you at the interview because of a disability.

Under UK General Data Protection Regulation (UK GDPR) the lawful bases we rely on for processing employee information is under Article 6



- (a) Consent: the individual has given valid consent for you to process their personal data for a specific purpose.
- (b) Contract: the processing is necessary to perform a contract you have with the individual, or because they have asked you to take specific steps before entering into a contract.
- (c) Legal obligation: the processing is necessary for you to comply with the law (not including contractual obligations).
- (e) Public task: the processing is necessary for you to perform a task in the public interest or for your official functions, and the task or function has a clear basis in law.

and

In addition, concerning any special category data:

Article 9

- (a) Explicit Consent;
- , (b) Employment, social security and social protection and
- (f) Legal Claims or judicial acts.

### **Following shortlisting stage, and prior to making a final decision**

- Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers;\*
- Confirmation of your academic and professional qualifications (including seeing a copy of certificates);\*
- Information regarding your criminal record (which should only be given under confidential cover);\*
- In line with Department for Education, Keeping Children Safe in Education safer recruitment requirements, information found from undertaking online and social media searches which is publicly available. This would be a check that considers safeguarding risks only and your suitability to work with children. In addition, any accessible on-line information that may significantly harm the reputation of the School/Trust would also be reviewed. The search will be independently undertaken by someone not involved in the recruitment / selection process. \*
- Information via the DBS process which may be regarding your criminal record, stated in criminal records certificates (CRCs) and enhanced criminal records certificates (ECRCs), as well as whether you are barred from working in regulated activity;\*
- Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information;\*
- Medical check to indicate fitness to work;\*
- A copy of your UK Passport (or other appropriate right to work documentation as listed on the Home Office list);\*



- If you are a teacher, we will check the Department for Education (DFE) Teachers' Services about your qualified teaching status, whether you are subject to a prohibition from teaching order and any other relevant checks (for example Section 128 direction for management posts). If you have taught abroad we will require letter of professional standing from the professional regulating authority in the country you taught;\*
- For those working in a management role including line management of others we will check whether there has been a S128 direction made against you using Department for Education (DFE) Teachers' Services portal.\*
- For those working with certain age groups we shall require you to complete a disclaimer confirming that you are not disqualified under The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 from working with children that are under the age of 8.\*
- If you have lived abroad in the last 10 years we will require sight of an original overseas check (such as a police clearance or certificate of good conduct) from all countries you have lived in;\*and
- Equal opportunities' monitoring data.

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked (\*) above to us to enable us to verify your right to work and suitability for the position. Without providing us with this information, or if the information is not satisfactory, then we will not be able to proceed with any offer of employment.

If you are employed by Transform Trust, including in one of our schools, some of the information we collect will be included on our Single Central Record. In this scenario, a further privacy notice in relation to data we collect, process, hold and share about you during your time with us, will be issued to you.

### **Where do we get information from during your application process?**

Depending on the position that you have applied for, we may collect this information from you, your referees (which will be provided directly by you), your education provider, any relevant professional body, the Disclosure and Barring Service (DBS), DFE and the Home Office, during the recruitment process. For online /social media searches we will use common search engines, on-line tools and social media platforms

### **Why do we use this information?**

We will process your personal data during your application process for the purpose of complying with our legal obligations, carrying out tasks that are in the public interest, and taking the required steps with a view to entering into an employment contract with you.

This includes:

- To assess your suitability for the role you are applying for;
- To follow protocols before engaging in a contract with you;
- To check that you are eligible to work in the United Kingdom
- To check that you are not prohibited from teaching; and





- So that we are able to monitor applications for posts in Transform Trust to ensure that we are fulfilling our obligations under the public sector equality duty as part of the Equality Act 2010.

## **How long will we hold information in relation to your application?**

We will hold information relating to your application only for as long as necessary. If you are successful, then the duration will depend on the type of information that has been gathered.

For further detail please ask to see the appropriate section of our Information Register which details our retention and storage of information.

If you are unsuccessful we will hold your personal data only for six months, after which time it is securely deleted.

## **Who will we share information with about your application?**

We will not share information gathered during your application process with third parties, other than professional advisors such as legal and/or HR professionals.

## **Rights in relation to your personal data**

The UK-GDPR gives you certain rights about how your information is collected and used. To make a request for your personal information, contact the Trust Data Protection Officer.

You also have the following rights:

- the right to be informed about the collection and use of your personal data – this is called 'right to be informed'.
- the right to ask us for copies of personal information we have about you – this is called 'right of access', this is also known as a subject access request, data subject access request or right of access request.
- The right to ask us for access to information about you that we hold.
- The right to have your personal data rectified, if it is inaccurate or incomplete-. this is called 'right to rectification'
- The right to request the deletion or removal of personal data where there is no compelling reason for its continued processing- this is called 'right to erasure'.
- The right to restrict our processing of your personal data (i.e. permitting its storage but no further processing)-. this is called 'right to restriction of processing'.
- the 'right to object to processing' of your information, in certain circumstances
- The right not to be subject to decisions based purely on automated processing where it produces a legal or similarly effect on you.
- rights in relation to automated decision making and profiling.
- the right to withdraw consent at any time (where relevant).



- the right to complain to the Information Commissioner if you feel we have not used your information in the right way.

There are legitimate reasons why we may refuse your information rights request, which depends on why we are processing it. For example, some rights will not apply:

- right to erasure does not apply when the lawful basis for processing is legal obligation or public task.
- right to portability does not apply when the lawful basis for processing is legal obligation, vital interests, public task or legitimate interests.
- right to object does not apply when the lawful basis for processing is contract, legal obligation or vital interests. And if the lawful basis is consent, you don't have the right to object, but you have the right to withdraw consent.

### **Withdrawal of consent and the right to lodge a complaint**

Where we are processing your personal data with your consent, you have the right to withdraw that consent. If you change your mind, or you are unhappy with our use of your personal data, please let us know by contacting

Jill Wilkinson, Transform Trust Data Protection Officer if the role you have applied for is centrally by the Trust: [dataprotection@transformtrust.co.uk](mailto:dataprotection@transformtrust.co.uk); or, if in one of our schools, the Headteacher who is the Data Controller for their school.

Please also refer to our Data Protection Policy for further details on making requests for access to personal data

The law does not oblige the Trust and our schools to comply with all requests. If the Trust and/or school does not intend to comply with the request, then the individual will be notified of the reasons why in writing.

### **Concerns**

If an individual has any concerns about how we are using their personal data then we ask that they contact our Data Controller (Rachel Hannon) in the first instance, however an individual can contact the Information Commissioner's Office should they consider this to be necessary, at <https://ico.org.uk/concerns/>

### **Contact**

If you would like to discuss anything in this privacy notice, please contact Jill Wilkinson,  
or Rachel Hannon (Chief People Officer for Transform Trust [rachel.hannon@transformtrust.co.uk](mailto:rachel.hannon@transformtrust.co.uk)).



## 10. Terms and Conditions

We operate within the Burgundy (Teachers) and Green book (Support) national pay and conditions schemes in respect of sickness related absence, annual leave and family related leave (maternity, paternity leave and shared parental leave). Staff are encouraged to be members of a relevant Professional Association.

We operate a system of collective bargaining with Recognised Trade Unions which means we consult jointly with employee representatives on people policies and terms and conditions of employment. The Unions recognised by the Trust are as follows: NEU, NASUWT, UNISON, GMB, UNITE, NAHT and ASCL.

The Trust HR team meet with employee representative groups through a Trust JCC (Joint Consultative Committee). This joint dialogue about employee conditions of employment offers transparency and openness around any decisions that may impact on our employee's.

As Trade Unions are recognised by the Trust your contract of employment indicates you are entitled and encouraged to join a Trade Union and also that this arrangement is in place.

Pension	Teachers Pension Scheme/ Local Government Pension Scheme
Employee Benefits:	Employee Discount scheme (Vivup and Health Assured); Flu Jabs Salary Sacrifice Schemes eg cycle to work Discounted Leisure club membership for some Local Authority Leisure Centres

**Right to work:** The successful applicant will need to provide proof of the right to work in the UK before taking up the post

**Safeguarding:** The successful applicant must have a clear enhanced DBS with children's barred list check in place before starting the new position and complete level 2 safeguarding training on taking up the post.