



**North East Derbyshire
AP Academy**

BEHAVIOUR SPECIALIST WITH QTS

GRADE: MPS/UPS + 1 SEN

ACTUAL SALARY: £25,714 to £41,604 + £2,270

Contract: Full time Teacher

Start Date: January 2022 (or earlier)

CANDIDATE INFORMATION PACK



What is included within this pack?

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

- Welcome from the CEO
- About Esteem Multi-Academy Trust
- Welcome from The Headteacher
- About the School
- 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). The Behaviour Specialist position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

We are eager to appoint an outstanding specialist classroom teacher with a passionate commitment to improving the lives and opportunities of children and young people with special educational needs and challenging behaviours.

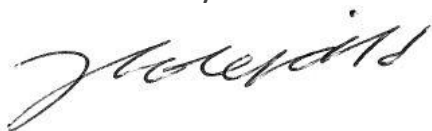
The North East Derbyshire AP Academy provides programmes of education to students identified as being at risk of exclusion, or who have already been permanently excluded from mainstream education. We meet the varied and complex needs of children in Key Stages 2, 3 and 4, at sites located in Chesterfield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

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

For further information, please contact Matt Morris, Headteacher, on 01246 237640, via email to mmorris@nedsc.derbyshire.sch.uk or visit our website at www.esteemmat.co.uk/jointheteam. 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 eleven 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 £23 million and plans are in place to expand further.

Esteem Multi-Academy Trust includes 7 special schools, 3 alternative provision academies and a mainstream infant and nursery school with an enhanced resource provision educating young people with autism and learning disabilities. We wish to grow further to fulfil our vision to become a centre of excellence for special educational needs and disabilities (SEND) in the midlands. We have a well-defined set of values and a clear vision for the MAT to become a regional hub for expertise in SEND and inclusion. We share a collaborative ethos, believing that we can achieve more for our pupils as a collective group of schools than we could separately. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

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

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

Welcome from the Headteacher



Dear applicant,

Thank you for your interest in the post of Behaviour Specialist at North East Derbyshire AP Academy. I am very pleased that you are considering applying to work at our Academy.

The North East Derbyshire AP (alternative provision) Academy provides education to students who are at risk of permanent exclusion or who have already been permanently excluded from mainstream education. Our provision caters for students in Key Stages 2, 3 and 4, at sites located in Chesterfield and in the High Peak.

Whilst the majority of our students have been permanently excluded, we work closely with local school clusters and the local authority to provide education opportunities to young people who are at risk of exclusion. Such placements have been highly successful in preventing numerous permanent exclusions in Derbyshire.

We are committed to working in partnership with young people, their parents and carers, their schools and other agencies to re-engage and enable them to become successful learners and responsible citizens. Where students are able to demonstrate positive behaviour and a desire to achieve, we aim to help them transition back to mainstream school. For those who require a more alternative approach, we provide a balanced and varied curriculum, delivered through high quality teaching and learning.

Alternative Provision is not a last resort for young people. For some it is the most appropriate way to meet their needs and put them back on a pathway to success.

As well as making a positive contribution to the lives of our students, we can offer you:

- a supportive, collaborative, and friendly staff environment in a setting where you will have the chance to make a real and positive impact on the lives of NED APA students.
- professional and continuous training programmes and a supportive career progression.
- generous pension schemes (Teachers'/ LGPS Pension Scheme)
- A range of health and wellbeing services through Westfield Health
- Free, on-site car parking
- School social events
- A commitment to staff well-being.

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills and experience to fulfil the role.

The closing date for applications is 12:00pm on 20 September 2021

Interviews for this post will be held w/c 27 September 2021.

I wish you well in your application.

Yours faithfully,

Matt Morris
Headteacher
North East Derbyshire AP Academy

About North East Derbyshire AP Academy

The North East Derbyshire AP Academy provides programmes of education to students 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.

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

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

The advertisement

Job Title: Behaviour Specialist with QTS

Location: High Peak site, 25 High Street, Chapel-en-le-Frith, SK23 0HD

Grade/Scale: MPS/UPS + SEN 1 Actual Salary £25,714 to £41,604 + £2,270

Start date: September 2021

Contract: Full time Teacher

The North East Derbyshire AP Academy provides programmes of education to students 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 seeking an outstanding specialist classroom teacher with a passionate commitment to improving the lives and opportunities of children and young people with special educational needs and challenging behaviours.

Reporting to the Site Lead, the ideal candidate will be familiar with alternative provision or have experience of working with challenging behaviours and complex needs. We are looking for an energetic and flexible individual who is capable of modelling strong relationships and upholding high standards of behaviour.

Benefits include: Teachers Pension Scheme, Westfield Health membership and free parking.

For further information, please contact Matt Morris, North East Derbyshire AP Academy Headteacher, on 01246 237640, via email to mmorris@nedsc.derbyshire.sch.uk or visit our website at www.eesteemmat.co.uk/jointheteam. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

Closing date for applications: 20 September 2021 (12:00pm)

Interview date: w/c 27 September 2021

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

Job description and person specification

Job Description: Behaviour Specialist with QTS

Esteem Multi-Academy Trust

Post Title:		Behaviour Specialist with QTS
Location:		High Peak site, 25 High Street, Chapel-en-le-Frith, SK23 0HD
Purpose:		To ensure appropriate academic and behavioural support is given to enable pupils to: • access a broad and balanced curriculum • make progress, achieve and fulfil their potential • enjoy their education • work towards re-integration to mainstream school or a positive destination upon leaving
Reporting to:		Site Lead (Assistant Headteacher)
Responsible for:		To supervise the work of TAs in class as directed by the site lead
Liaising with:		Parents and carers of pupils
Working Time:		Full time teacher
Salary/Grade:		MPS/UPS + SEN 1 Actual Salary £25,714 to £41,604 + £2,270
Disclosure level		Enhanced
PRINCIPLE RESPONSIBILITIES		
To achieve the above		• To undertake a teaching commitment of no more than 90% • To be responsible for the teaching input for pupils who are unable to access mainstream school as a result of permanent exclusion, disaffection or challenging behaviour. • To teach a specialised subject and a range of additional subjects; leading on a specific aspect of the Support Centre's provision. • To prepare and maintain accurate records including the production and regular updating of Individual Education Plans. • To contribute to the development of an appropriate curriculum within the academy's curriculum policy and the National Curriculum. • To take on reasonable responsibilities in the absence of the site lead to ensure the smooth running of the centre.

		• To liaise with the site lead and/or Assistant Headteacher (Curriculum and Progress) in order to monitor and develop the curriculum in line with current trends. • To be responsible for the planning and production of schemes of work within the guidelines of National Curriculum and in a corporate format, and with regard to specific groups of students. • To undertake relevant and appropriate training in consultation with the Headteacher and/or the post's line manager. • To liaise with other agencies and education providers, both within the education service and in other services, in order to ensure that information concerning individual pupils is as accurate and comprehensive as possible. • To liaise with parents and carers of pupils. • To attend internal and external meetings as directed by the Headteacher and/or the post's line manager. • To contribute to regular reports to parents and carers. • To travel between centres to fulfil teaching commitment if required to do so. • To provide regular reports to the site lead. • To attend staff meetings within the agreed periods of directed time. • To undertake any other duties that the Headteacher and/or the post's line manager. • might reasonably require within the overall level and function of the post. METHODS OF WORKING • The post holder will be expected to adopt a participative and collaborative style of working. • The post holder will be expected to take an active part in appraising their own work against agreed priorities and targets. • The post holder will be expected to undertake any necessary training associated with the duties of the post. • The post holder will understand and comply with the Authority's equal opportunities and environment policies. • The post holder will comply with all health and safety policy and legislation in the performance of their duties and responsibilities.
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		DUTIES AND RESPONSIBILITIES - GENERAL • To adhere to existing working practices, methods, procedures, undertake relevant training and development activities and to respond positively to new and alternative systems. • It will be necessary to work with information technology and associated systems in accordance with academy policies. • To co-operate with the academy in complying with relevant health and safety legislation, policies and procedures in the performance of the duties of the post. • To carry out the duties and responsibilities of the post in compliance with the academy's equal opportunities policies. • To maintain confidentiality and observe data protection and associated guidelines where appropriate. • To understand and comply with the academy's environmental policies. • To carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of the responsibilities of the post.
Other Generic Responsibilities:		
• Represent and promote the ethos and values of Esteem Multi-Academy Trust • To take and be accountable for all decisions made within the parameters of the job description • Participate with performance management and training and activities that contribute to personal and professional development • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities • Provide a high standard of customer service in all dealings internal and external to the MAT • Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified • Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description • The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition		
This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.		

Person Specification: Behaviour Specialist with QTS

Esteem Multi-Academy Trust

QUALIFICATIONS AND EXPERIENCE		
Essential		• Qualified Teacher Status • Recent KS3 and/or KS4 teaching experience working with pupils with complex social and emotional needs • Experience and understanding of pupils with challenging behaviour
Desirable		• Further qualification in SEN or similar area • Experience of working with pupils in an off-site setting • Experience of a multi-agency approach to resolve the difficulties faced by pupils with complex needs
KNOWLEDGE AND ABILITIES		
Essential		• Ability to teach a range of subjects, in addition to chosen specialism • Understanding of the SEND Code of Practice and EHCP's • Clear understanding of the National Curriculum and its implications for pupils with behaviour, emotional and social difficulties, especially at KS3 and KS4. • Knowledge of teaching strategies which are effective in managing pupils with behavioural, emotional and social difficulties • Knowledge of new KS3/KS4 initiatives • Excellent organisation skills • Excellent communication skills • Excellent behaviour management skills • Ability to plan and deliver curriculum which is differentiated to allow for a wide range of academic ability and social and emotional disturbance • Ability to contribute to reports and assessments for the centre and other agencies • Ability to work collaboratively and follow agreed procedures • Ability to develop curriculum within agreed areas • Ability to plan and teach to a high standard • Ability to use Microsoft Office and additional IT resources to promote pupil learning and to aid teaching • Ability to be flexible and innovative
Desirable		•

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

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2020' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

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

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

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

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

Application process and timeline

Application forms are available on our website at www.esteemmat.co.uk/jointheteam or you can email hr@esteemmat.co.uk to request a copy. Please specify the job vacancy for which you wish to apply.

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: 20 September 2021 (12:00pm)

Interview date: w/c 27 September 2021

Completed application forms can be returned electronically to the HR team via email to hr@esteemmat.co.uk

If you wish to submit your application form by post, please return it to the following address:

Private & Confidential: Matt Morris, North East Derbyshire AP Academy, The Green, Hasland, Chesterfield, Derbyshire, S41 0LN