



## **CLASS TEACHER & MIDDLE LEADER -** with responsibility for maths and foundation subject coordinator

**GRADE: MPS / UPS + TLR2 & SEN1**

**ACTUAL SALARY: £25,714-£41,604**

**(+SEN1 £2,270 & TLR2 £2,873)**

**Contract: Full time Teacher**

**Start Date: January 2022**

## **CANDIDATE INFORMATION PACK**



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## 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 Middle Leader position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

Bennerley Fields is an age 2-16 special school, for 91 pupils with a range of learning difficulties and diverse needs.

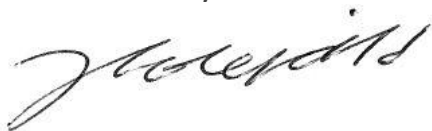
We are eager to appoint an established Middle Leader to engage and motivate pupils and improve the quality of pupils' learning. The successful candidate will teach in Key Stage 4 initially and lead our Beyond Bennerley offer

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 the school office on 0115 9326374, via email to [info@bennerleyfields.derbyshire.sch.uk](mailto:info@bennerleyfields.derbyshire.sch.uk) or visit our website at [www.esteemmat.co.uk/jointheteam](http://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

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## 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.

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## Welcome from the Headteacher



Dear applicant,

Thank you for your interest in the post of Middle Leader at Bennerley Fields School. I am very pleased that you are considering applying to work in a successful, fun and innovative special school.

I feel privileged to be leading Bennerley Fields Special School Academy. We are proud to be a part of the Esteem Multi Academy Trust.

Bennerley Fields is an inspirational place to learn and work. We are a strong team of pupils, staff, parents and carers and governors. We value the strong links we have with the wider community. I lead a committed, skilled and highly specialised staff who provide outstanding, challenging and exciting learning opportunities for our incredible students.

Our students are independent and inquisitive learners. They never cease to amaze us with their attitude, determination and achievements. We believe strongly in teamwork and work closely with parents and carers to provide the best opportunities for our students. Together we shape our school. Together we support each other and strive to be the best we can be.

As Headteacher, I am committed to promoting emotional wellbeing and positive mental health, we embed a culture which values the happiness and emotional welfare of all our students, staff, parents, and stakeholders.

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 specialist setting where you will have the chance to make a real and positive impact on the lives of Bennerley Fields School 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.

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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 6<sup>th</sup> October 2021 (12 noon). A meeting with a member of the Senior Leadership Team and a visit to the site are encouraged, please contact the school on 0115 9326374 to arrange this.

Interviews for this post will be held on 14 October 2021.

I wish you well in your application.

Yours faithfully,

Ann Harrison

Headteacher  
Bennerley Fields School

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## About Bennerley Fields School

We are an age 2-16 special school for 91 pupils with a range of learning difficulties and diverse needs. The school has specialist status for communication and interaction, which underpins all teaching and learning. Bennerley Fields is a vibrant, nurturing school community where everyone is welcomed, valued and respected.

With great support and hard work, we aspire to be the very best we can be.

On the 1st August 2018 we became an academy and joined the Esteem Multi-Academy Trust with a number of other special schools and pupil support centres.

Our school is made up of two buildings. Our Primary Department is housed in a separate building and has its own outside space with suitable play equipment. The Primary block houses our pupils in Ladybirds and Dolphins and Tigers classes. The extension that houses our Community Room was officially opened in 2011. As part of this building work, the school gained a Therapy/Meeting Room and a Sensory Room. Our Main School block has two classes in KS2, two classes in KS3 and three classes in KS4 with an additional two classes containing a mix of KS3 and KS4 pupils.

Around the main school building, we have extensive playing fields and open spaces with each Key Stage having its own playground. There is a large polytunnel in our school garden where the children can learn how to grow plants and vegetables. Down near the canal, there is our Forest School area which is accessed by all pupils during the school year.

Our staff team consists of skilled, dedicated professionals, all working alongside families to meet the needs of our pupils. We have a specialist Speech and Language therapist on site two days a week on site plus access to our local community Speech and Language Therapist.

Together we achieve amazing things.

Further information about our academy can be found on the website at [www.bennerleyfields.derbyshire.sch.uk](http://www.bennerleyfields.derbyshire.sch.uk)

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## The advertisement

**Job Title:** Class teacher and Middle Leader with responsibility for maths and foundation subject coordinator

**Location:** Bennerley Fields School, Stratford Street, Ilkeston, DE7 8QZ

**Grade/Scale:** MPS / UPS + SEN1 & TLR2; £25,714-£41,604 (+SEN1 £2,270 & TLR2 £2,873)

**Start date:** January 2022

**Contract:** Full time Teacher

We are an age 2-16 special school for 91 pupils with a range of learning difficulties and diverse needs. The school has specialist status for communication and interaction, which underpins all teaching and learning. Bennerley Fields is a vibrant, nurturing school community where everyone is welcomed, valued and respected.

We are seeking to appoint an established Middle Leader. The successful candidate will teach in the primary department initially and lead our foundation subject offer. The successful candidate will also lead maths across school.

Reporting to the Headteacher, the ideal candidate will be an outstanding practitioner and have experience of teaching SEN pupils in a Special or Mainstream School, experience and knowledge of working with families of young people with SEN and of curriculum development and management of resources.

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

For further information, please contact Bennerley Fields School on 0115 932 6374, via email to [info@bennerleyfields.derbyshire.sch.uk](mailto:info@bennerleyfields.derbyshire.sch.uk) or visit our website at [www.esteemmat.co.uk/jointheteam](http://www.esteemmat.co.uk/jointheteam). Please use the relevant application form on the MAT website; CVs alone will not be accepted.

**Closing date for applications: 06 October 2021 (12 noon)**

**Interview date: 14 October 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: Middle Leader

### Esteem Multi-Academy Trust

<b>Post Title:</b>		Middle Leader (with responsibility for maths & foundation subject coordinator)
<b>Location:</b>		Bennerley Fields School, Stratford Street, Ilkeston, DE7 8QZ
<b>Purpose:</b>		To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has pupils who achieve well.
<b>Reporting to:</b>		Headteacher
<b>Responsible for:</b>		tbc
<b>Liaising with:</b>		tbc
<b>Working Time:</b>		Full time Teacher
<b>Salary/Grade:</b>		MPS / UPS + SEN1 & TLR2; £25,714-£41,604 (+SEN1 £2,270 & TLR2 £2,873)
<b>Disclosure level</b>		Enhanced
<b>PRINCIPLE RESPONSIBILITIES</b>		
<b>To achieve the above</b>		<p><b>CORE REQUIREMENTS OF THE POST</b></p> <p>The post holder will demonstrate essential professional characteristics, and in particular will:</p> <ul style="list-style-type: none"> <li>• Engage and motivate pupils.</li> <li>• Improve the quality of pupils' learning.</li> <li>• Inspire trust and confidence in pupils and colleagues.</li> <li>• Build team commitment with the leadership team, with other colleagues and in the classroom.</li> <li>• Engage with parents/carers as partners.</li> <li>• Demonstrate analytical thinking and applicability to departmental management issues.</li> </ul> <p><b>SPECIFIC REQUIREMENTS OF THE POST</b></p> <ul style="list-style-type: none"> <li>• To be a middle leader and part of the wider leadership team.</li> <li>• To co-ordinate and lead on our foundation subject offer (creative arts, STEM, humanities).</li> <li>• To ensure that subjects are taught in a sequential and cumulative way</li> <li>• To ensure that pupils are accessing the appropriate foundation subject curriculum offer.</li> </ul>

		<ul style="list-style-type: none"> <li>• To ensure that curriculum documentation and policies are up to date, reflect the offer and are on the website.</li> <li>• Teaching commitment of 0.8, initially in the primary department.</li> <li>• To plan and teach the full curriculum.</li> <li>• To lead Maths across school.</li> <li>• To contribute to the setting of targets for pupils.</li> <li>• To ensure that our curriculum and wider work supports pupils to be confident, resilient and independent.</li> <li>• To formulate and evaluate an action plan for the foundation subject offer.</li> <li>• To act as a school Appraisal Reviewer for delegated tasks, including planning, classroom observation, review and reporting.</li> <li>• To work with peers from other schools on specific, identified projects.</li> <li>• To remain cognizant of developments within the education agenda nationally and collaborate with local agencies, organisations and establishments locally to promote partnerships.</li> </ul> <p>Teachers Standards Framework Requirements</p> <p>PUPIL PROGRESS</p> <ul style="list-style-type: none"> <li>• Demonstrate appropriate consistent progress:               <ol style="list-style-type: none"> <li>1. across all teaching areas</li> <li>2. across all spectra of background, ability or behaviour</li> <li>3. that compares favourably with pupils in similar settings</li> </ol> </li> <li>• Have extensive and well informed knowledge of assessment technique and arrangements for statutory procedures, where applicable.</li> <li>• Use performance data to monitor and evaluate pupils' progress and set appropriate objectives for benchmarked improvement.</li> <li>• Have up to date knowledge and understanding of qualification and specifications, and pupil applicability.</li> <li>• Liaise with appropriate agencies.</li> <li>• Report on progress to all stakeholders.</li> <li>• Engage parents in the drive to raise standards of attainment.</li> </ul> <p>PROFESSIONAL PRACTICE</p> <ul style="list-style-type: none"> <li>• Maintain an extensive and up to date knowledge of good practice in teaching techniques.</li> <li>• Maintain and develop subject or specialism knowledge to enable effective teaching.</li> <li>• Present such knowledge to colleagues and monitor impact to improve whole school effectiveness.</li> <li>• Take account of wider curriculum developments.</li> <li>• Incorporate, where appropriate, national strategies in teaching, including ICT.</li> <li>• Contribute toward the professional development of colleagues through coaching and mentoring, providing effective practice and appropriate advice and feedback</li> </ul>
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		<ul style="list-style-type: none"> <li>• Apply wider professional knowledge to the learning needs of pupils.</li> <li>• Demonstrate awareness of pupils' learning needs.</li> <li>• Consistently use this knowledge to plan and deliver appropriate learning opportunities in class and elsewhere.</li> <li>• Communicate learning objectives.</li> <li>• Effectively discharge schools' planning for personalised learning.</li> <li>• Understand and apply the principles of good classroom management.</li> <li>• Understand and apply a range of appropriate teaching strategies.</li> <li>• Maintain and encourage good behaviour in the classroom</li> <li>•</li> </ul> <p><b>WHOLE SCHOOL ETHOS</b></p> <ul style="list-style-type: none"> <li>• Establish a safe and purposeful learning environment.</li> <li>• Initiate, contribute to, or respond in a timely manner with respect to child safeguarding procedures.</li> <li>• Provide advice and guidance to others on the development of practices leading to the wellbeing of pupils.</li> <li>• Contribute to a whole school approach to the development of educational provision within the community, fostering the development of KS4 as significant contributors to whole school performance and success, and to establish the Secondary Department as a conduit for collaboration with external agencies and establishments.</li> <li>• Support and encourage support staff participation through effective deployment and consultation.</li> <li>• Make effective use of all resources, including personnel.</li> <li>• Contribute significantly to the formulation of school policies.</li> <li>• Execute school policies.</li> <li>• Use the appraisals process to drive school improvement through the raising of standards of teaching and learning.</li> <li>• Promote the wider aspirations of the school.</li> </ul>
<p><b>Other Generic Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Represent and promote the ethos and values of Esteem Multi-Academy Trust</li> <li>• To take and be accountable for all decisions made within the parameters of the job description</li> <li>• Participate with performance management and training and activities that contribute to personal and professional development</li> <li>• Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities</li> <li>• Provide a high standard of customer service in all dealings internal and external to the MAT</li> <li>• Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified</li> <li>• 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</li> <li>• 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</li> </ul>		
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.</p>		

## Person Specification: Middle Leader

### Esteem Multi-Academy Trust

QUALIFICATIONS		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Hold QTS</li> <li>• Have undertaken CPD in leadership eg NPQML or commitment to do so</li> </ul>
<b>Desirable</b>		
EXPERIENCE		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Be an outstanding practitioner</li> <li>• Experience of teaching SEN pupils (with diverse profiles) in a Special or Mainstream School</li> <li>• Experience and knowledge of working with families of young people with SEN</li> <li>• To have experience in multi-disciplinary working</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Experience of curriculum development and management of resources</li> <li>• Experience in improving the quality of teaching of others</li> <li>• Experience of using augmentative communication systems eg signing, symbol</li> <li>• Experience of budget management</li> </ul>
Skills and Knowledge		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Excellent understanding of assessment and how to use it to maximise pupil progress</li> <li>• Ability to lead and manage support staff in the classroom</li> <li>• Have excellent positive engagement/ behaviour management strategies</li> <li>• Excellent communication skills both written and spoken</li> <li>• Ability to lead initiatives across school</li> <li>• Ability to work and plan as part of a team</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Ability to lead maths and other subjects across school</li> <li>• Knowledge of working with young people with an attachment disorder.</li> <li>• Coaching skills</li> <li>• Well-developed listening and resolution skills</li> </ul>
Personal Qualities		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Able to develop and maintain good relationships with pupils</li> <li>• Ability to stay calm and level headed in difficult and stressful situations</li> <li>• Ability to be assertive and firm if necessary</li> <li>• To be able to anticipate and solve problems</li> <li>• Demonstrate a clear understanding of equal opportunities particularly issues relating to special educational needs</li> </ul>

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## 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.

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## Application process and timeline

Application forms are available on our website at [www.eesteemmat.co.uk/jointheteam](http://www.eesteemmat.co.uk/jointheteam) or you can email [info@bennerleyfields.derbyshire.sch.uk](mailto:info@bennerleyfields.derbyshire.sch.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: 06 October 2021 (12 noon)**

**Interview date: 14 October 2021**

Completed application forms can be returned electronically to the HR team via email to [info@bennerleyfields.derbyshire.sch.uk](mailto:info@bennerleyfields.derbyshire.sch.uk)

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

**Private & Confidential: Alex Pawlitta, Bennerley Fields School, Stratford Street, Ilkeston, DE7 8QZ**