the evolvetrust
Ambitious Futures

Harlow Academy
Ex Glande Quercus

APPLICATION PACK

Class Teacher (SEN) at The Harlow Academy



Welcome



Thank you for your interest in The Evolve Trust and The Harlow Academy.

We are committed to providing exceptional learning opportunities and outstanding educational outcomes for all our pupils in the Mansfield locality and beyond. Our aim is for every child and young person to benefit from a world class education, one which inspires our schools' communities to achieve more than they thought possible. Our commitment to these aims is evident through our working practices, which focus on making the difference to the life chances of all our pupils and students.

Academy staff and students work and learn together as our practice is continuously improved to bring about the changes required to deliver on our ambitious aims. As a Trust, we prioritise achievement and inclusion by valuing individuals. We meet these priorities by excelling in putting in place, for both students and staff, personalised learning pathways and pastoral care that seeks to address barriers to learning experienced by anyone.

If you share our vision and would like to be considered for this position, I look forward to receiving your application.

Claire-Marie Cuthbert
Chief Executive Officer

The Evolve Trust

The Evolve Trust is a values-driven organisation and is passionate about improving children's life chances through quality education regardless of postcode and starting points.

Established in 2014, The Evolve Trust is an innovative and award-winning group of academies serving the town of Mansfield and the surrounding areas. The Trust includes a secondary, primary and special schools and currently educates around 2000 students aged between 3 and 18. Every school within the group is unwavering its vision:

"To open minds, creating opportunities for all to believe in themselves, achieve their potential and develop the skills needed to succeed and enjoy life."

Chief Executive Officer, Claire-Marie Cuthbert, has been recognised for her commitment to social mobility and improving life chances of young people through quality first teaching and outstanding leadership. She has co-authored books and many articles and journals on Teaching and Learning as well as various pieces on transformational leadership. She is passionate about people development and sharing her expertise.

Research is at the heart of The Evolve Trust. The Trust acts as a training hub to support its academies in understanding evidence in key areas, and how it can be used effectively as part of a programme of professional development for staff. The Evolve Alliance publishes termly journals, which celebrate best practice and innovation and hosts a number of national thought leadership conferences.

More on the Trust's wider contributions can be found here: https://www.evolvetrust.org/staff-development-/contribution_to_the_/

Leadership is key to stimulating innovation, driving change and to delivering results in a rapidly changing educational landscape. The Headship Institute is The Evolve Trust's flagship Development Programme and combines theory and practice to help refine leadership skills and purpose in line with the Trust's strategic focus.



Our Values



5 Core Values and associated behaviours which run through all The Evolve Trust's work.

These values support the development of children as reflective learners within a calm, caring, happy and purposeful atmosphere. They permeate the whole curriculum and act as the basis for social, emotional, spiritual, and moral development.

Evolve wants four things from you

1. Live and breathe our core values every single day - **we expect all staff to live and breathe the Evolve A.I.I.R.E.**
2. Demonstrate the behaviours which underpin these values.
3. Exceptional performance in your role.
4. Commitment to our strategic objectives.

Strategic Aims

1. To raise attainment and continually improve pupil progress through increasing the quality of provision in all our schools.
2. Staff engage in professional development activities that enable them to flourish and demonstrate impact on teaching and learning.
3. Develop new partnerships to provide further opportunities for our pupils and staff and to ensure the Trust remains a 'capacity giver' to the wider community.
4. To build a strong infrastructure which is financially viable and sustainable.



Why work for Evolve?

"The opportunities that I have been presented with have allowed me to, not only develop my own educational practice, but they have allowed me to see the Evolve Trust as a place I want to further my career in and become a well-established member of the family."

Craig Foster, Trust Lead for The Arts

Our staff really matter to us; our expectations are high and in return we believe in personal and professional development and a culture where staff are recognised and valued for their commitment and dedication. There are many career opportunities for new and existing staff who demonstrate inspiration and dedication to shaping future generations.

- Learning and development support with your own continuous professional development.
- A relentless focus on ever increasing your understanding in Teaching and Learning.
- Opportunities to engage with several networks to further develop yourself.
- The opportunity to undertake research into various aspects of teaching and learning and lots more…

"I am extremely appreciative and grateful for all the amazing opportunities I have had at the Trust to develop and grow. Ambition is one of our core values and I feel it is imperative our students see that in staff also. We are encouraged to step outside of our comfort zones and learn."

Natalie Aveyard,
Principal at The Bramble Academy

In addition to offering you **<u>one of the most rewarding careers ever</u>**, we also offer:

- A competitive salary.
- Regular training and development programmes tailored to your very own learning needs.
- Opportunities for career progression within school and across the Trust should you wish.
- An open and collaborative working environment where everyone is valued.
- Your very own mentor.
- A detailed induction programme.

The Harlow Academy

The Harlow Academy is an amazing special school that sits in the heart of the community, offering an innovative 21st century curriculum and inspiring, immersive learning environments.

The school provides an extremely ambitious and exciting environment for students, with excellent outdoor learning opportunities both indoors and outside. Located in Ashfield, The Harlow Academy (78 pupils, 3-18) caters for young people with a range of profound and multiple learning disabilities (PMLD) and recognise the equal value of each individual young person. Furthermore, we work tirelessly on a daily basis to provide the highest quality, enriching learning experience for our young people.

Curriculum

Children are encouraged to explore, discover and question through a range of exciting learning opportunities both within and outside the classroom, in a calm yet stimulating environment. Exciting new curriculum and learning environments which transform the way the children learn. They follow a novel for a half term and all of their work is linked to elements of this text, including the classroom in which they work. This allows them to engage and immerse themselves fully in a way that facilitates growth and imagination while developing moral, social and cognitive advancement.

The curriculum has literacy and numeracy skills at its core and is designed to recognise children's prior learning, provide first-hand learning experiences, allow the children to develop interpersonal skills, build resilience and develop important skills for life ensuring that our students are 'ready for life'.

The Heart of the Community

The Harlow Academy is at the heart of its community. We believe that education represents a major stage in the life of each young person and we aim to work effectively alongside families, carers, agencies and the local community to support our young people; enabling them to develop and grow so they can be the very best versions of themselves and turn into responsible citizens of the future. The curriculum embraces the community in which it is situated, recognising local history and heritage as well as geographical and business links.



The Role

The Evolve Trust is seeking a bright, energetic and enthusiastic individual, driven by their values anda desire to make a difference.

As a teacher you shall carry out the professional duties of an academy teacher as circumstances may reasonably require as provided for under the relevant sections of the School Teachers' Pay and Conditions Document.

You are required to hold a teaching qualification QTS. Applications from NQTs are welcome

In addition to the duties specified within the section "Particular Responsibilities", you may be asked to undertake any other duties, which may reasonably be regarded as within the nature of the duties and responsibilities of the post as defined. This is subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific cases. This job description does not form part of the Contract of Employment.

You are required to carry out your duties in line with the stated ethos and principles of the academy. At all times you must promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact with during the course of your duties and responsibilities. Your conduct must at all times be in accordance with the academy's policies and procedures.

You are required to report any causes for concern relating to the welfare and safety of children in-line with academy policy and procedures.

You will attend safeguarding training as required by the academy and maintain your knowledge and understanding of your responsibility for safeguarding of children in this academy.

The Role

- teach pupils within the special academy provision in accordance with the professional duties of a teacher.
- take an equitable share of whole academy curriculum care and management responsibilities.
- carry out your duties in line with the key tasks and management procedures of the academy.
- maintain assessment and pupil records as required, including leading and managing Education Health Care Plan reviews
- lead a class team of support staff

General responsibilities

1. Be aware of and comply with academy policy and procedures
2. Support inclusivity for all
3. Contribute to the overall ethos/work/aims of the academy
4. Ensure the safe organisation of learning activities and the physical teaching space and resources for which you have responsibility
5. To be aware of confidential issues linked to home/pupil/teacher/academy work and to keep confidences as appropriate
6. Any other curriculum duties which may reasonably be regarded as within the nature of the duties and responsibilities of the post as defined.
7. To develop positive relationships, work and liaise with other professionals
8. To develop positive relationships with pupils, parents and carers and other staff members

The Candidate

Candidates should have a commitment and support for the vision and values of The Evolve Trust.

They will also:

- Have the ability to build excellent professional and supportive relationships with our pupils
- Fully engage with the safeguarding of our pupils
- Be able to communicate professionally with pupils, parents and other professionals
- Have the ability to work under direction and show initiative, when appropriate
- Work well within a team
- Support the values of the Evolve Trust
- Recognise and comply with high standards of health and safety
- Engage with all training required for this role
- Experience of working in a specialist provision is desirable but not essential



Terms of Appointment

Personal Care Assistant at The HarlowAcademy

Salary: Dependent on current scale and experience

Working Hours: 30 hours FTE

Closing date: See website



The Trust 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.


evolvetrust
Harlow Academy
THIS IS NOT FOR YOU
Unless you are prepared to live and breathe our core values.
Unless you are passionately committed to social mobility.
Unless you go the extra mile for disadvantaged families.
Unless you want to change the status quo.



How to Apply

For more information about this role, please contact Jan Collins, Head of School on jcollins@harlow.evolvetrust.org
To apply, please download and complete The Evolve Trust application form from: https://www.evolvetrust.org/work-with-us/vacancies/

Please be aware only completed application forms will be considered for processing. We do not accept C.Vs or personal statements.

The closing date for this vacancy is 12 noon on the 28.11.2021

Referees will not be contacted without the express permission of candidates and only if you are shortlisted for an interview.

Please be aware that by contacting The Evolve Trust about this role, or applying, your data will be held in accordance with our Privacy Policy.

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The Brunts Academy

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