



**FOUNTAINS**

**PRIMARY SCHOOL**

*Always achieving our potential*

**CLASS TEACHER**

**GRADE: MPS/UPS +SEN1**

**ACTUAL SALARY: £30,000 to £46,525**

**(+£2,539 SEN1)**

**Contract: Full time Teacher**

**Start Date: September 2024, ECTs welcome and  
may be offered an earlier start date of June/July  
2024**

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

Based in Burton on Trent, Fountains Primary School is a special school providing education and care for children aged 2-11 years old.

We are eager to appoint an enthusiastic Teacher who would be excited to teach a modified curriculum in a Primary Special Educational Needs setting, with a commitment to improving the lives and opportunities of children and young people. 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 Jackie Richards on 01283 247600, via email to [jrichards@fountains.staffs.sch.uk](mailto:jrichards@fountains.staffs.sch.uk) or visit our website at [www.esteemmat.co.uk/vacancies](http://www.esteemmat.co.uk/vacancies). Please use the relevant application form on the MAT website; CVs alone will not be accepted.

I wish you well in your application.

Yours faithfully



Julian Scholefield  
Chief Executive Officer

## About Esteem Multi-Academy Trust

Esteem MAT was formed in 2018 and now consists of twelve academies from the East and West Midlands. Many of our pupils have special educational needs and/or disabilities or are disadvantaged. Therefore, inclusion is our watchword, and our vision is for Esteem to be a learning community of excellence for SEND and alternative provision in the Midlands. However, we want mainstream schools to join us too as they have many pupils with SEND or who are disadvantaged. We want all our pupils to achieve their full potential whatever type of school they attend.

Our vision is to be a Trust that:

- Leads and supports our academies to provide the highest standards of education and development for all our pupils
- Enables academies with a shared sense of purpose to benefit from alignment whilst maintaining individuality
- Provides a strong, collective voice for our academies at a local and national level
- Delivers support and SEND expertise to our academies and to other schools and local authorities

Our vision will be delivered via our three core strategic aims. Everything we do should be ultimately focused on doing these three things well:

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

Our people are our most valuable resource. We invest in them by providing high quality specialist training, opportunities to collaborate and develop their careers within Esteem.

We greatly value each school's unique identity, which reflect the diverse needs of the pupils. It is also important to us that our pupils feel they belong to their school community. This is why we believe that our schools need strong leaders and governors who understand their local context. Being part of a family of schools in a trust brings the added benefits of support and collaboration. We know that sharing ideas and working together are the best ways for our schools to continue to improve for the benefit of all our pupils.

## Welcome from the Headteacher



Dear applicant,

Thank you for your interest in the Teacher post at Fountains Primary School. I am very pleased that you are considering applying to work at our school where we all work hard to ensure that every child 'achieves their full potential'.

At Fountains Primary School we pride ourselves on creating a rich and exciting learning experience for all children. All education in school is highly differentiated and is rooted within our four curriculum pathways. These pathways are underpinned by our school values which are centred on Personal Learning and Thinking Skills which develop each child's character.

Our staff team is passionate about empowering children to become as independent as possible, laying the foundations needed for life beyond Primary school and preparing them to meet their future aspirations, so that they will succeed in life.

Every team member is dedicated and has high expectations of the children. Through our inclusive curriculum we encourage all children to continually challenge themselves, embracing their mistakes and working together to 'achieve their potential'.

As Headteacher, I must ensure that all stakeholders (including children, parents and staff) are as supported, healthy and happy as possible. We are keen to employ a wonderful individual who is keen and willing to learn. You will be an effective team player and have a positive disposition to guarantee that each child is well supported.

As well as making a positive contribution to the education of our children, we can offer you a collaborative and professional environment in which you too, through Continuing Professional Development will have the opportunity to 'achieve your own potential'.

As well as this we can offer generous pension schemes (Teachers'/ LGPS Pension Scheme); a range of health and wellbeing services through Westfield Health; Free, on-site car parking and 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 required to fulfil this role.

Visits to the school are encouraged, to book your place please contact Jackie Richards, School Business Manager on 01283 247600.

The closing date for applications is 14 April 2024 at 23:59.

Interviews for this post will be held on 29/30 April 2024.

Kind regards



**Nicola Price**  
**Headteacher**  
**Fountains Primary School**

## About Fountains Primary School

Fountains Primary School is a special school providing education and support for children aged 2-11 years old. We currently have 196 pupils on roll. This year, 59% of our children have a diagnosis of autism; 19% have a severe learning difficulty; 16% have a moderate learning difficulty and 6% have a profound and multiple learning difficulty.

At our school we have a strong curriculum design which has four curriculum pathways. Each of these ensure that all of our pupils (who are wide ranging in terms of cognition and ability) are challenged appropriately with a bespoke curriculum. Each pathway ignites curiosity and a love of learning. At the heart of each design is a clear vision which is underpinned by our school values, linking to Personal Learning and Thinking Skills.

Our four curriculum pathways are: the Early Years Foundation Stage Curriculum (for our younger pupils); the Engagement Curriculum (for our pupils at the lowest starting points); the Life Skills Curriculum (for our older pupils, usually with Autism) and the Functional Curriculum (for our pupils who follow subject specific learning). Each curriculum is recorded and assessed in different ways.

We strive to enable all our pupils to ‘always achieve their potential’.

Further information about our academy can be found on the website at  
<https://www.fountainsprimaryschool.co.uk/>  
<https://www.esteemmat.co.uk>

## The advertisement

**Job Title:** Class Teacher

**Locations:** Fountains Primary School, Bitham Lane, Stretton, Burton upon Trent, DE13 0HB

**Grade/Scale:** MPS/UPS +SEN1 £30,000 to £46,525 (+£2,539 SEN1)

**Start date:** September 2024, ECTs welcome and may be offered an earlier start date of June/July 2024

**Contract:** Full Time Teacher, 32.5 hours per week

Fountains Primary School is a special school providing education and support for children aged 2-11 years old.

We are seeking an enthusiastic teacher who would be excited to teach at our school which encompasses four highly differentiated curriculums reflecting our pupils' needs. It is your chance to have a real impact on the lives of our learners and to help shape an offer that will support them in long lasting success and happiness. You will help to develop the curriculum and embed experiential learning, whilst ensuring our students achieve the very best. Our students have a range of abilities and are always eager to learn. Our students deserve someone who will engage and inspire them, ensuring they make exceptional progress from their starting points.

Reporting directly to the Headteacher, the ideal candidate should have experience of working with children with Special Educational Needs, with knowledge in Early Years, though this is not essential.

We would also welcome applications from previous applicants and Early Career Teachers.

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

For further information, please contact Jackie Richards, Fountains Primary School, on 01283 247600, via email to [jrichards@fountains.staffs.sch.uk](mailto:jrichards@fountains.staffs.sch.uk) or visit our website at [www.esteemmat.co.uk/vacancies](http://www.esteemmat.co.uk/vacancies). Please use the relevant application form on the MAT website; CVs alone will not be accepted.

**Closing date for applications: 14 April 2024 (23:59)**

**Interview date: 29/30 April 2024**

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: Class Teacher Esteem Multi-Academy Trust

<b>Post Title:</b>		Teacher
<b>Location:</b>		Fountains Primary School, Burton upon Trent, DE13 0HB
<b>Purpose:</b>		<ul style="list-style-type: none"> <li>• This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.</li> <li>• To make a major contribution to the successful teaching and learning opportunities offered at Fountains Primary School.</li> <li>• The successful candidate will have their specialism taken into consideration and may also be required to teach a range of ages and subjects from 4 – 11 years.</li> </ul>
<b>Reporting to:</b>		Headteacher
<b>Responsible for:</b>		<ul style="list-style-type: none"> <li>• tbc</li> </ul>
<b>Liaising with:</b>		Headteacher
<b>Working Time:</b>		Full time Teacher
<b>Salary/Grade:</b>		MPS/UPS +SEN1 Actual Salary £30,000 to £46,525 (+£2,539 SEN1)
<b>Disclosure level</b>		Enhanced
<b>PRINCIPLE RESPONSIBILITIES</b>		
<b>To Achieve the Above</b>		<ul style="list-style-type: none"> <li>• To implement the curriculum in accordance with the school's philosophy and policies.</li> <li>• To be responsible for planning, evaluation, assessment and reporting of the teaching and learning of pupils, including annual reporting of special educational needs, in accordance with the schools and LA's practices and policies.</li> <li>• To teach groups of pupils in all areas of the school and community as required.</li> <li>• To lead on teaching and learning within school in specific areas as designated by the Deputy Headteacher</li> <li>• To have pastoral responsibility for a group of pupils if allocated by the Deputy Headteacher.</li> <li>• To work in close partnership with parents.</li> <li>• To ensure in all teaching situations the collaborative nature of working between non-teaching staff, support services and parents.</li> <li>• To maintain an inclusive and orderly learning environment through the effective management of resources, lesson planning and positive behaviour support.</li> </ul>

		<ul style="list-style-type: none"> <li>• To attend meetings as appropriate related to school development, pupils and curriculum.</li> <li>• Play an active role in own performance management and professional development including taking actions agreed at review meetings.</li> </ul>
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**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 CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

## Person Specification: Class Teacher

### Esteem Multi-Academy Trust

<b>QUALIFICATIONS AND EXPERIENCE</b>		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• QTS or QTLS status</li> <li>• Experience of teaching through a cross curricular approach</li> <li>• Evidence of relevant training within the past 5 years</li> <li>• A commitment to undertake further relevant training</li> <li>• Knowledge of appropriate behaviour management techniques for children and young people with SEN, communication difficulties and challenging behaviours</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Experience of teaching Literacy and Numeracy</li> <li>• Experience of teaching SEN children in a mainstream class/special school setting</li> <li>• Demonstrate a clear understanding of equal opportunities, particularly issues relating to special needs</li> <li>• Experience of working with SLD/MLD/ASD/PMLD pupils</li> </ul>
<b>KNOWLEDGE AND ABILITIES</b>		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Knowledge of teachers' standards</li> <li>• Knowledge of how to adapt the national curriculum to suit the learners needs</li> <li>• A working knowledge of the Secondary curriculum</li> <li>• Ability to work and plan as part of a team</li> <li>• An ability to personalise the curriculum for all pupils</li> <li>• Ability to manage support staff in the classroom</li> <li>• Ability to use a range of different teaching styles and strategies appropriately</li> <li>• Safeguarding and Child Protection awareness</li> <li>• Communicate professionally and confidently with colleagues, other professionals and families</li> <li>• Ability to contribute effectively to school self-review</li> <li>• Knowledge of the EHCP review process</li> <li>• Proven ability to work on own initiative, be well organised, prioritise effectively and achieve results against deadlines</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Be an innovative and creative thinker</li> <li>• Be a team player with a good sense of humour</li> <li>• Excellent communication skills – tactful, patient and sensitive</li> <li>• Having a working knowledge of formative and summative assessment for pupils with Special Needs</li> </ul>

## 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. Our Safeguarding and Child Protection Policy can be found on the Esteem MAT website: <https://www.esteemmat.co.uk/policy-documents/>

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 2023' 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/vacancies](http://www.esteemmat.co.uk/vacancies).

After the closing date, shortlisting will be conducted by a panel who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for any central office-based positions and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

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