Amber Valley & Erewash Support Centre

CORE TEACHER

GRADE: MPS + SEN 1
ACTUAL SALARY £25,714 to £36,961 + £2,270
Contract: Full time Teacher, Permanent
Start Date: Asap

CANDIDATE INFORMATION PACK

part of the esteem Multi-Academy Trust
Stronger Together...

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Version: Feb 2021

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

Amber Valley & Erewash Support Centre

part of the esteem Multi-Academy Trust
Stronger Together...



Welcome from Esteem Multi-Academy Trust

Dear applicant,

Thank you for your interest in Esteem Multi-Academy Trust (MAT). The Core Teacher position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

The Amber Valley and Erewash Support Centre is a pupil referral unit providing education to students who are at risk of permanent exclusion or who have already been permanently excluded from mainstream education.

We are eager to appoint an experienced, talented and enthusiastic Core Teacher with excellent interpersonal skills to work at the Bennerley Site at the Amber Valley & Erewash Support Centre.

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 Kay Pilkington, School Business Officer on 0115 850 0826, via email to kpilkington@avesc.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.

Amber Valley & Erewash Support Centre

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Welcome from the Headteacher



Dear applicant,

Welcome to Amber Valley and Erewash Support Centre and thank you for showing an interest in our academy.

We are currently seeking an enthusiastic and dynamic core teacher to support the learning and development of our pupils.

If you can engage and capture the imagination of young people, do wonderful things with teaching and learning, we want to hear from you.

The academy's full and exciting curriculum supports vulnerable young people who are at risk of, or who have been, permanently excluded from mainstream education with the aim of re-engaging pupils back into education and make positive choices towards their future. We also work closely with alternative educational providers and outside agencies to provide targeted support.

The role of a core teacher is a pivotal one. You will need the ability to:

- Plan and deliver high quality lessons
- Ensure high quality behaviour management skills
- Effectively manage and support pupil progress
- Motivate and enthuse
- Have an unrelenting positive regard for pupils
- Understand pupil challenges and difficulties
- Support pupil mental health and well-being

You will be expected to participate within all aspects of the school day and beyond. In return we will provide you with great support, great pupils, and many opportunities to undertake a full range of CPD.

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 31 October 2021 with interviews being held on 04 November 2021. A visit to the site is encouraged, please contact the school on 01158 500826 to arrange this.

We look forward to welcoming you.

Yours sincerely,
Tom England
Headteacher

About Amber Valley & Erewash Support Centre

The Amber Valley and Erewash Support Centre is a pupil referral unit providing 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 Ilkeston, Kirk Hallam, Sawley and Chesterfield.

Our Academy has approximately 150 pupils on roll and is split over four key teams:

- Alternative Provision
- KS4 Site at Sawley
- KS3 Site at Bennerley
- KS2/3 Site at Kirk Hallam

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 them 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 good quality teaching and learning.

Whilst for many, a pupil referral unit may seem to be the end of one's academic career, we see it as merely a change in direction.

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

The advertisement

Job Title: Core Teacher

Location: AVESC, Bennerley Avenue, Cotmanhay, Ilkeston, DE7 8PF

Grade/Scale: MPS + SEN 1 Actual Salary £25,714 to £36,961 + £2,270

Start date: asap

Contract: Full-time Teacher, Permanent

The Amber Valley and Erewash Support Centre is a pupil referral unit providing 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 Ilkeston, Kirk Hallam, Sawley and Chesterfield.

We are seeking to appoint a talented and enthusiastic core teacher with excellent interpersonal skills to work at our Bennerley site.

The Bennerley site works with primary and secondary aged pupils who have been, or are at risk, of permanent exclusion from mainstream school.

Reporting directly to the Site Lead, the ideal candidate will inspire, motivate, challenge and support students to reach their full potential, have a good understanding of their academic, social and emotional needs, be a team player and have a positive approach to challenge and change.

Applicants should also have good knowledge and experience of working with disaffected pupils in a mainstream school or alternative provision type setting, especially at KS2, 3 and 4. An affinity for pupils with behaviour, emotional and social difficulties is an essential quality for this challenging but rewarding opportunity.

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

For further information, please contact Kay Pilkington, School Business Officer on 0115 850 0826, via email to kpilkington@avesc.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.

Closing date for applications: 31 October 2021 (midday)
Interview date: 04 November 2021 (At Bennerley Site, Ilkeston)

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: Core Teacher

Esteem Multi-Academy Trust

Post Title:		Core Teacher
Location:		Amber Valley & Erewash Support Centre: Bennerley Site, Bennerley Avenue, Cotmanhay, Ilkeston, Derby. DE7 8PF
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 school
Reporting to:		Assistant Headteacher (Site Lead) / Headteacher
Responsible for:		To supervise the work of STLA's in class as directed by the Site Lead
Liaising with:		Headteacher/SLT/STLAs/other external agencies
Working Time:		Full-time Teacher
Salary/Grade:		MPS + 1 SEN Actual Salary £25,714 to £36,961 + £2,270
Disclosure level		Enhanced
PRINCIPLE RESPONSIBILITIES		
To achieve the above		**DUTIES AND RESPONSIBILITIES - SPECIFIC** 1. To undertake a teaching commitment of no more than 90% 2. To be responsible for the teaching input for pupils who are unable to access mainstream school as a result of risk of permanent exclusion, permanent exclusion, disaffection or challenging behaviour. 3. To teach a specialised subject and a range of subjects. 4. To prepare and maintain accurate records including the production and regular updating of Individual Learning Plans. 5. To contribute to the development of an appropriate curriculum within the school's curriculum policy. 6. To take on reasonable responsibilities in the absence of the Site Lead to ensure the smooth running of the site. 7. To liaise with the Site Lead to monitor and develop curriculum in line with current trends. 8. To be responsible for the planning and production of schemes of work within the guidelines of the school's curriculum policy.

9. To undertake relevant and appropriate training in consultation with the Site Lead and Headteacher.

10. To liaise with other agencies and education providers, both within the education service and in other services, to ensure that information concerning individual pupils is as accurate and comprehensive as possible.

11. To liaise with parents and carers of pupils involved with the site.

12. To attend internal and external meetings as directed by the SLT or Headteacher.

13. To contribute to regular termly reports to parents and carers.

14. To travel between sites to fulfil teaching commitment if required to do so.

15. To provide regular termly reports to the Site Lead.

16. To attend site-based staff meetings within the agreed periods of directed time.

17. To undertake any other duties that the Site Lead or Headteacher might reasonably require within the overall level and function of the post.

METHODS OF WORKING

1 The post holder will be expected to adopt a participative and collaborative style of working.

2 The post holder will be expected to take an active part in appraising their own work against agreed priorities and targets.

3 The post holder will be expected to undertake any necessary training associated with the duties of the post.

4 The post holder will understand and comply with the school's equal opportunities and environment policies.

5. The post holder will comply with all health and safety policy and legislation in the performance of their duties and responsibilities.

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 school policies. To comply 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 school's equal opportunities policies. To maintain confidentiality and observe data protection and associated guidelines where appropriate. 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 CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

Person Specification: Core Teacher
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 • 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 interventions • 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		• Understanding of the SEND Code of Practice and EHCP's •

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 kpilkington@avesc.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: 31 October 2021 (midday)
Interview date: 04 November 2021 (At Bennerley Site, Ilkeston)

Completed application forms can be returned electronically to the HR team via email to kpilkington@avesc.derbyshire.sch.uk

If you wish to submit your application form by post, please return it to the following address:
Private & Confidential: Kay Pilkington, School Business Officer, Amber Valley & Erewash Support Centre, Bennerley Avenue, Cotmanhay, Ilkeston, DE7 8PF