

DIRECTOR OF INDIVIDUAL DEVELOPMENT RECRUITMENT PACK

October 2024



Meet our Headteacher



Welcome to our Woodlands family! I am thrilled that you are considering joining us to work alongside our dedicated staff and wonderful pupils. Let me tell you about Woodlands and our story so far.

Woodlands is a specialist provision catering for children and young people aged nine to sixteen who have Special Educational Needs (SEN), specifically Social, Emotional and Mental Health needs (SEMH). We provide education for up to 84 children and young people with EHC plans on a non-residential basis.

“This is a happy school where staff and pupils get along well and staff want the very best outcomes for pupils.” This is what Ofsted found when they recently inspected us and we are so proud that our report reflects our commitment to our children and young people, and to their families. This is a great place to work where the words “life changing” really apply to what we do. Staff are well supported, and wellbeing is not a buzzword but a meaningful outcome we want for all our staff.

There is a thread that runs through our history of being a school that supports vulnerable pupils who have often experienced trauma in their backgrounds, be that adverse childhood experiences or educational trauma before they found their way to us. In the 1940s this building was a school for Jewish Kindertransport refugees. Anna Essinger, who brought a whole school here from Nazi Germany, created a place where children felt safe and accepted and were able to learn. We want the same for our pupils today.

We believe in this approach, where high expectations are combined with high support and a “we know you can, and we will help you” attitude, will help our children and young

people achieve what we know they are capable of. As a result, Ofsted judged our Behaviour and Attitudes as “good” as well as our Personal development, testament to the bespoke support we give to each of our children and young people who consequently feel understood and valued by the adults who support them.

Our curriculum is broad, balanced and ambitious. We provide a strong academic curriculum to GCSE / Level 2 and additionally a bespoke approach through our ‘Oaks’ provision, which includes elements of the academic curriculum and also vocational learning both in school and off-site. The curriculum is centred around the needs of the child or young person set out in their Education, Health and Care Plan and is reviewed frequently.

Our ultimate aim at Woodlands is to prepare our young people for adulthood and enable them to take their next steps knowing they have the skills for independent living and the knowledge and understanding to become healthy adults who can access employment and engage positively with their communities.

More than this even, we want them to feel loved and cared for and replace their feelings of educational failure with the experience of what success feels like, knowing that they are unique and valued and can take that belief out into the world with them when they leave us.

A handwritten signature in black ink, appearing to read 'Jatayun'.

Headteacher

Job description



Post title

Director of Individual Development



Salary

Grade 10
£34,834 - £36,648 (pro rata)



Hours of work

37 hours / week



Post status

Permanent

We offer

- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway Career development opportunities including funded NPQ qualifications.
- An enthusiastic and supportive team of staff, parents and governors
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Benefits including funded counselling, physiotherapy and GP and other medical support.
- As a school in the Marches Academy Trust teachers have opportunities to engage with staff across the Trust to support and collaborate with peers and colleagues in sharing the expertise across our family of schools.

Responsible to: Senior Lead for Learner Welfare

Outline of role:

The Director of Individual Development will lead initiatives that foster personal growth, broaden horizons, and reduce the risk of criminal exploitation for vulnerable learners at Woodlands School. The role will focus on delivering programs aligned with the Trust's values of creativity, empathy, equity/equality, integrity, and excellence, and will work to challenge prejudices while promoting global citizenship. The postholder will ensure learners develop holistically, with a strong emphasis on Spiritual, Moral, Social, and Cultural (SMSC) development and character-building.

Key Responsibilities:

- **Individual Development Strategy:**

- Lead the development and delivery of programs that support personal growth, including SMSC development, risk reduction, and character education.
- Create opportunities for learners to broaden their horizons through enrichment activities, cultural experiences, and community engagement.
- Implement initiatives that help learners at risk of criminal exploitation or social exclusion, offering targeted support and interventions.

- **SMSC and Global Citizenship:**

- Develop and lead programs that promote SMSC development, ensuring learners are equipped to challenge prejudices and engage as responsible global citizens.
- Foster a deep understanding of empathy, equity, and social responsibility in learners, preparing them to contribute positively to society.

- **Broadening Horizons and Character Education:**

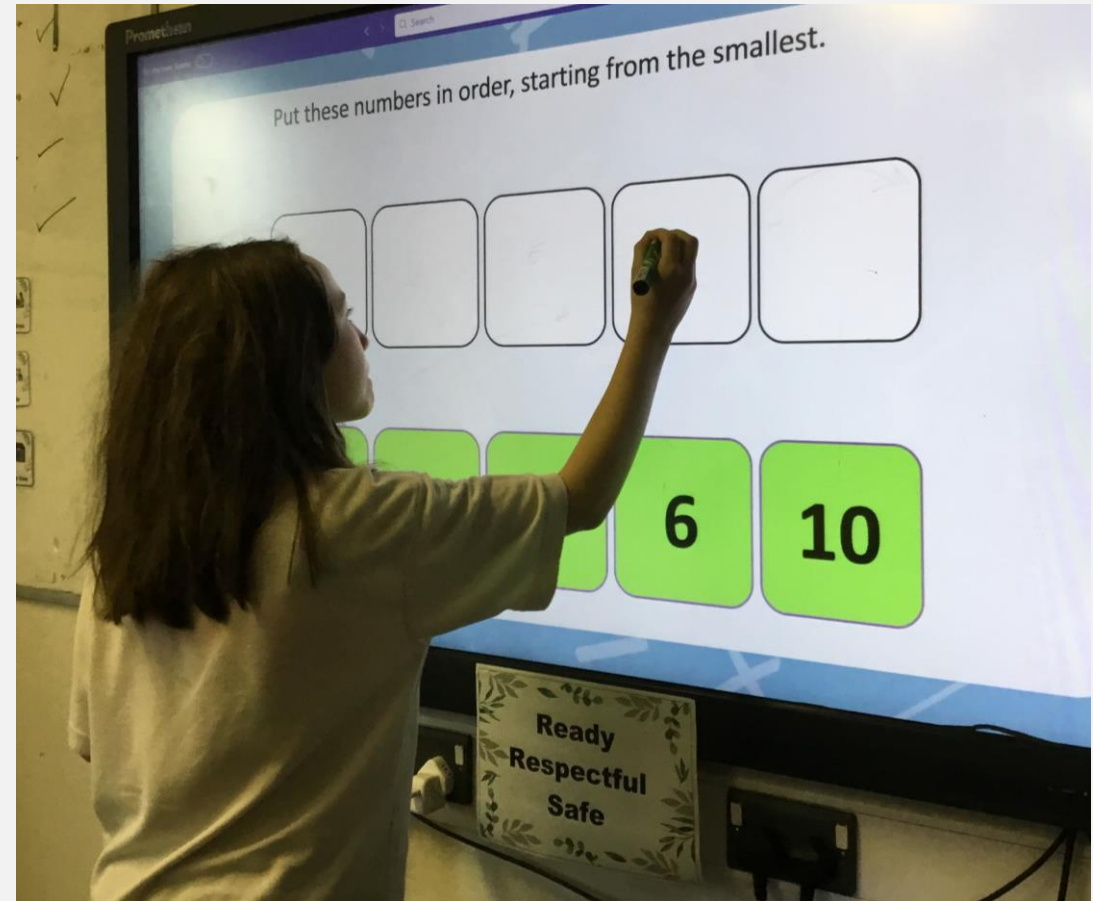
- Oversee character education programs that emphasise resilience, leadership, and empathy, equipping learners with key life skills.
- Deliver enrichment programs that expose learners to diverse cultural experiences, helping them develop a broader perspective on the world.
- Oversee the school's Equity, Diversity, Inclusion and Belonging (EDIB) strategy and postholder.

- **Supporting Vulnerable Learners:**

- Work closely with the Senior Lead for Learner Welfare, other Directors, and support staff to identify learners at risk and provide tailored interventions to reduce their vulnerability to criminal exploitation.
- Develop partnerships with external organisations to provide learners with positive role models and alternative pathways for personal growth.
- Establish a mentoring programme to support learners through a peer-to-peer model, and volunteer programme

- **Bespoke and Personalised Individual Development Interventions:**

- Lead targeted interventions aimed at developing learners' spiritual, moral, social, and cultural (SMSC) understanding and reducing vulnerability to criminal exploitation. Provide or oversee small group sessions that focus on personal development.
- Work with pastoral and academic staff to design and implement personalised curricula for learners with specific personal development needs, ensuring alignment with character education and SMSC programs.
- Supervise and collaborate with colleagues to deliver interventions and personalised learning plans, ensuring the programs meet the needs of individual learners.








- **Professional Development:**



Keep up-to-date with national and local developments in safeguarding, welfare, and pastoral care, ensuring that Woodlands School remains at the forefront of best practice.

Undertake continuous professional development and share learning with the wider school community.




Person specification

	 Essential	 Desirable
 <p>Qualifications and training</p>	<ul style="list-style-type: none"> • Degree in a relevant field (e.g., social work, psychology, or education). • Professional qualifications related to SMSC, safeguarding, or character education. • Evidence of continuous professional development in individual development, risk reduction, or character education. 	
 <p>Experience</p>	<ul style="list-style-type: none"> • Experience in leading programs that support personal development and reduce the risk of criminal exploitation. • Proven experience in delivering SMSC and character education programs. • Experience working with vulnerable learners and providing targeted interventions. • Proven experience in designing and delivering personalised interventions, particularly in small group settings. 	<ul style="list-style-type: none"> •
 <p>Knowledge</p>	<ul style="list-style-type: none"> • Strong understanding of SMSC development and strategies for reducing the risk of criminal exploitation. • Excellent communication and leadership skills, with the ability to engage learners and staff. • Ability to analyse data and use it to inform program improvements. • Strong ability to personalise curricula and support colleagues in delivering targeted interventions. • Experience in managing small group sessions for personal growth and development. 	

Person specification

	Essential	 Desirable
 Personal Attributes	<ul style="list-style-type: none">• A commitment to the Trust's values of creativity, empathy, equity/equality, integrity, and excellence.• Empathy and a passion for helping learners achieve their potential and grow into responsible global citizens.• Resilience and professionalism in dealing with sensitive issues related to vulnerable learners.	

Person specification

	 Essential	 Desirable
 Additional Requirements	<ul style="list-style-type: none"> •Willingness to undertake an enhanced DBS check. •Commitment to ongoing professional development and a willingness to engage in training as required. •Flexibility to work outside normal school hours as needed, including attending meetings and events. 	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour.
- Attitudes to use of authority and maintaining discipline

Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal



Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust, have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Check out our video:

<https://youtu.be/RxuP4WDUM88>

Interested? Here's how to apply:

<https://themarchesacademytrust.face-ed.co.uk/vacancies>

The closing date for applications is:

Friday 18th October at 9am

Interviews will be held:

Wednesday 6th November

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in staff wellbeing and work life balance evidenced in policy and practice

Our Trust Vision Statement and Values



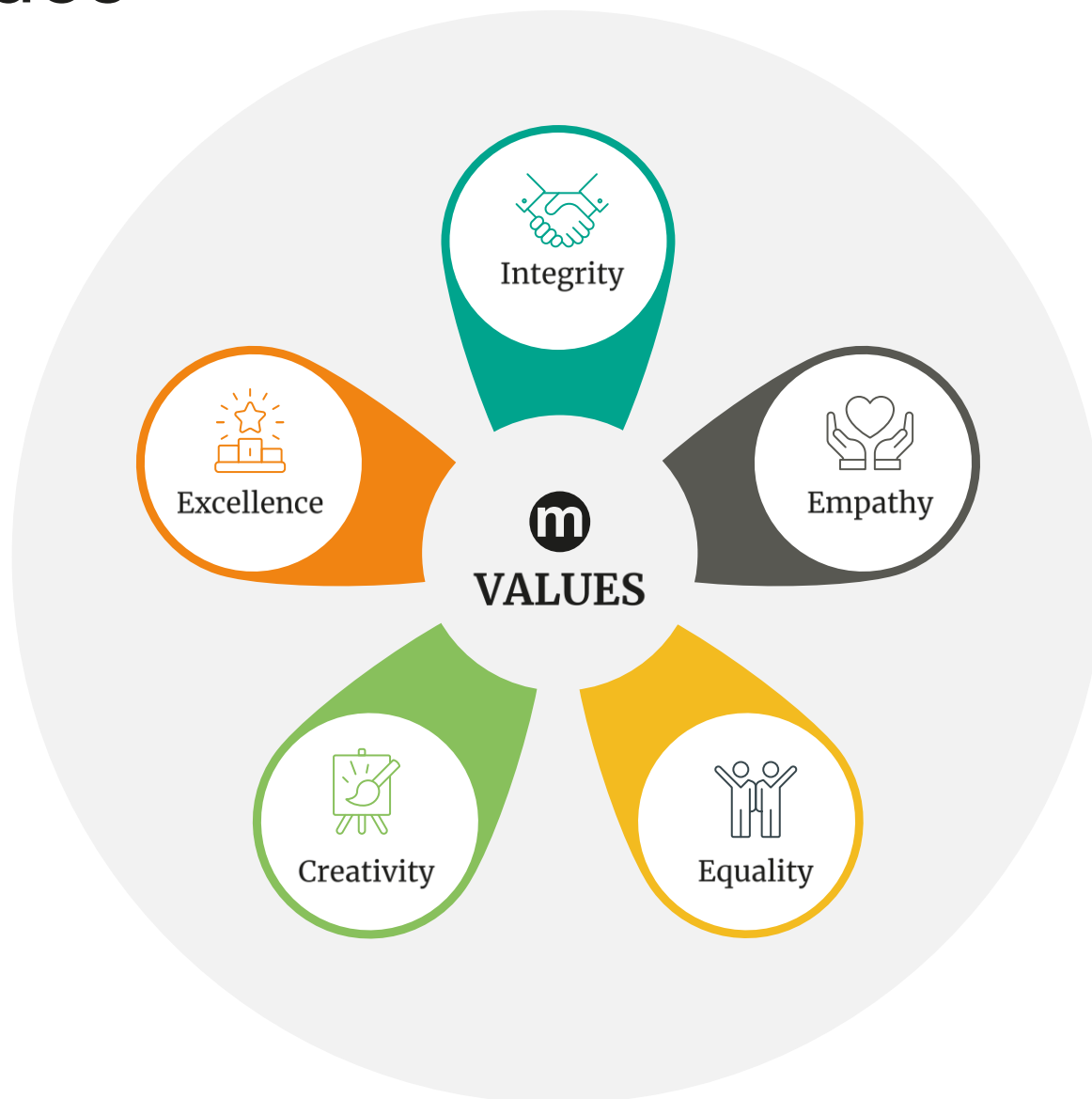
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!





Alliance of Leading Learning

We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director
of People and Development)

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



Woodlands School

part of the Marches Academy Trust

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