

# All Saints Academy

## Engagement Practitioner

### (NEST Provision)

If you share our commitment to social justice and believe all children deserve an excellent education, we would love to hear from you.

Scott Simpson-Horne  
Headteacher



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# Key Details

## Salary

Grade E

£31,015 – £34,237 (FTE)

Actual Salary: £26,561 – £29,320

## Location

All Saints Academy

## Hours

37 Hours per week / 39 weeks per year

Fixed Term – 12 months in the first instance, with the intention to extend, subject to funding

## Interviews

TBC

## Closing date

1<sup>st</sup> October at 9am

## Required from

ASAP

Our mission is to deliver transformational education and provide experiences that enable the entire community to flourish.

# How to apply

For further information please email: [vacancies@asap.org.uk](mailto:vacancies@asap.org.uk)

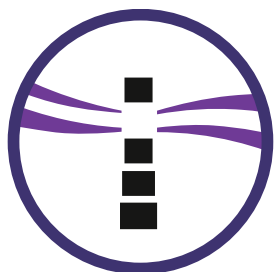
An application pack can be found at <https://www.tedwraggtrust.co.uk/vacancy> or click on the apply now button



The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



# About All Saints Academy



## Welcome to All Saints Academy, Plymouth

This is an exciting time to be part of All Saints Academy, Plymouth. Recently, we have secured the school's first ever Ofsted 'Good' judgement, attracted record numbers of primary applications, and continue to improve our results year on year. We have also been recognised as having one of the highest staff satisfaction levels across our Trust.

Our school is part of the Ted Wragg Trust, an ambitious and inclusive Trust of schools whose mission is to transform lives and strengthen our communities to make the world a better place. As an employee, you will get to enjoy all the benefits of working in a smaller school, whilst also benefitting from the experience and resourcing of a much larger network.

The academy values – Love, Legacy, Bravery – align fully with the Trust's commitment to ensure all pupils thrive regardless of social-economic background. We ask all our staff to be committed to the idea of social justice and help make All Saints a beacon for education across the South West and Beyond.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity.

Our values ensure that all of our students are developed during their time here at the academy, academically, socially, morally and spiritually.

All Saints Academy is part of the Ted Wragg Multi Academy Trust, a values driven, rapidly growing 2 – 18 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every student, regardless of background. Our priority is to ensure that our pupils, regardless of social-economical background can learn, thrive and be successful. With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our students.

I am very proud to be Headteacher of All Saints Academy, Plymouth which is a very special place to work. I am looking for an exceptional person for this post and as you read through this information pack, if you wish to find out more, please get in touch. Thank you for taking the time to consider this post and if it is right for you, I look forward to receiving your application.



**If you share our commitment to social justice and believe all children deserve an excellent education, we would love to hear from you.**



# A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Moira Marder, OBE**

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

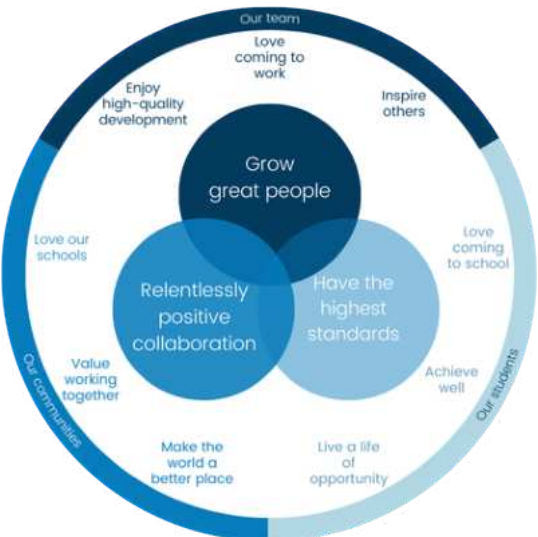
Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow our Headteachers**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values

How we will succeed



## Engagement Practitioner (NEST Provision)

Grade E

### *Job Description*

#### Key purpose of the role

At All Saints Academy Plymouth, we believe every child deserves an adult who never gives up on them. Our vision is rooted in love, dignity and high aspiration, and nowhere is this more evident than within our NEST Provision. We are looking for an exceptional Engagement Practitioner to join our growing co-provision team, supporting pupils experiencing emotionally based school non-attendance and other barriers to regular attendance.

This is an opportunity to change lives every day by helping young people rebuild confidence, reconnect with learning and successfully re-engage with school. If you are compassionate, resilient and committed to helping children flourish, we would love to hear from you.

Our NEST Provision sits at the heart of our commitment to providing exemplary on-site alternative provision that enables every member of our community to flourish. Working alongside a highly skilled pastoral and inclusion team, you will build trusted relationships with pupils and families, helping remove barriers to education and supporting successful transitions between NEST and mainstream lessons.

This is a practical, rewarding and varied role where no two days are the same. We particularly welcome applications from people with strong links to the local community who share our belief that every young person deserves the opportunity to succeed.

Experience in education is welcomed but not essential. We are looking for people with the right values, commitment and willingness to learn.

#### Your responsibilities

- Support pupils experiencing emotionally based school avoidance (EBSA) and other attendance barriers to successfully re-engage with education.
- Deliver planned engagement and pastoral interventions within the NEST Provision.
- Build positive, trusting relationships with pupils through consistent daily support.
- Work alongside teaching and pastoral colleagues to support successful reintegration into mainstream lessons.
- Liaise positively with parents and carers, helping strengthen home-school relationships.

JE Job number:SUPD

- Monitor pupil engagement, wellbeing and progress, maintaining accurate records where required.
- Help create a calm, nurturing and purposeful environment within the provision.
- Support pupils to develop confidence, resilience, independence and emotional regulation.
- Work collaboratively with external professionals where appropriate to secure the best outcomes for young people.

### Grading Criteria

- Provide on-the-job training for colleagues and oversee the quality of work
- Establish the best course using creativity and innovation within general guidelines
- Identify the need, assess the situation and initiate action, providing comprehensive guidance, advice and support
- Undertake work where there is a wide range of choices, where advice is not normally available and /or decisions where policy, procedures and working standards provide only general guidelines
- Make decisions which have significant implications for the service or have a significant effect on employees or other individuals
- Work may be subject to interruptions, but the program of tasks will not be subject to significant change
- Ability to undertake a variety of advanced tasks in their specialist areas which requires detailed knowledge and skills

**All Saints Academy Plymouth is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to enhanced DBS clearance, satisfactory references, online searches and safer recruitment procedures in line with Keeping Children Safe in Education.**

# Person Specification

|                                                                                   | Essential /<br>Desirable | Evidence |
|-----------------------------------------------------------------------------------|--------------------------|----------|
| <b>Qualifications and Professional Development:</b>                               |                          |          |
| A grade 4/C in English & Maths GCSE                                               | E                        | A, C     |
| Evidence of further professional study                                            | E                        | A, C, R  |
| Qualification in Childcare, Youth Work, Health and Social Care or a related field | D                        | A, C     |
| Safeguarding Training                                                             | E                        | A, C     |
| Trauma-Informed Practice Training                                                 | D                        | A, C     |
| Behaviour Management Training                                                     | E                        | A, C     |
| First Aid Qualification                                                           | D                        | A, C     |
| <b>Experience:</b>                                                                |                          |          |
| Experience of working with children or young people                               | E                        | A, I, R  |
| Experience within a school or education setting                                   | D                        | A, I, R  |
| Supporting students with emotional, behavioural or attendance needs               | E                        | A, I, R  |
| Pastoral care or student support                                                  | E                        | A, I, R  |
| Working with vulnerable individuals                                               | E                        | A, I, R  |
| Experience of liaising with parents and carers                                    | E                        | A, I, R  |
| Working collaboratively with external agencies                                    | E                        | A, I, R  |
| Maintaining accurate records and monitoring progress                              | E                        | A, I, R  |
| <b>Key Skills:</b>                                                                |                          |          |
| Excellent communication and interpersonal skills                                  | E                        | A, I, R  |
| The ability to build positive, trustworthy relationships with young people        | E                        | A, I, R  |
| Empathy, patience and compassion                                                  | E                        | A, I, R  |

|                                                                                                                             |   |         |
|-----------------------------------------------------------------------------------------------------------------------------|---|---------|
| Resilience and the ability to remain calm under pressure                                                                    | E | A, I, R |
| Strong behavior management and de-escalation skills                                                                         | E | A, I, R |
| A nurturing and supportive approach                                                                                         | E | A, I, R |
| Good organizational and time management skills                                                                              | E | A, I, R |
| Accurate record-keeping and administrative skills                                                                           | E | A, I, R |
| The ability to work effectively as part of a multidisciplinary team                                                         | E | A, I, R |
| Strong problem-solving and decision-making skills                                                                           | E | A, I, R |
| Confidence in working with parents, carers and external professionals                                                       | E | A, I, R |
| A commitment to safeguarding and promoting the welfare of children                                                          | E | A, I, R |
| Able to fulfil all aspects of the role with confidence and fluency in English                                               | E | A, I, R |
| <b>Other skills:</b>                                                                                                        |   |         |
| Evidence of effective teamwork and collaboration                                                                            | E | A, I, R |
| Ability to inspire and motivate students                                                                                    | E | A, I, R |
| An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving outcomes | D | A, I, R |
| Excellent communication skills, both oral and written                                                                       | E | A, I, R |
| The ability to gain the confidence and respect of students, staff and parents                                               | E | A, I, R |

## Values

- Ambitious: works hard, has the highest standards and is positive for the future
- Selfless: self-aware and emotionally intelligent to support self and others to thrive
- Collaborative: builds strong relationships and networks

# #lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at [www.tedwraggtrust.co.uk/workwithus](http://www.tedwraggtrust.co.uk/workwithus)

Love coming to work



Experience high quality development



Inspire others



# The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute** (TWI) delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

## Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

## Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



### Sustained

Frequency is critical,  
not time span



### Practice-Based

Create new habits



### Domain-Specific

Create new habits



### External Expertise

Challenge the familiar  
& refresh ideas



### Professional Buy-In

Purpose & benefits  
eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



# Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

## Key Concept: Leadership



We believe that great leadership:



Fiercely educates



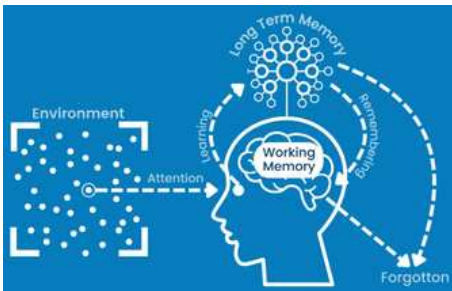
Thrives in a complex system



Is locally enabled

## Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.

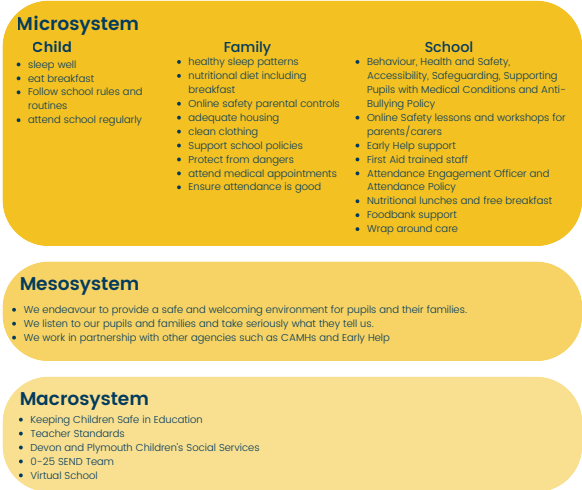


## Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.



# Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Exceptional development and networking opportunities



Cost of blue light cards can be claimed through expenses



Free annual flu jab, eye test and allowance for glasses



Exclusive discounts, cashback and vouchers



Free, confidential employee helpline. Available 24-7 through Health Assured



Access to Wisdom app to support your mental health



Up to 10% off all Pure Gyms



up to the value of £2,000.



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



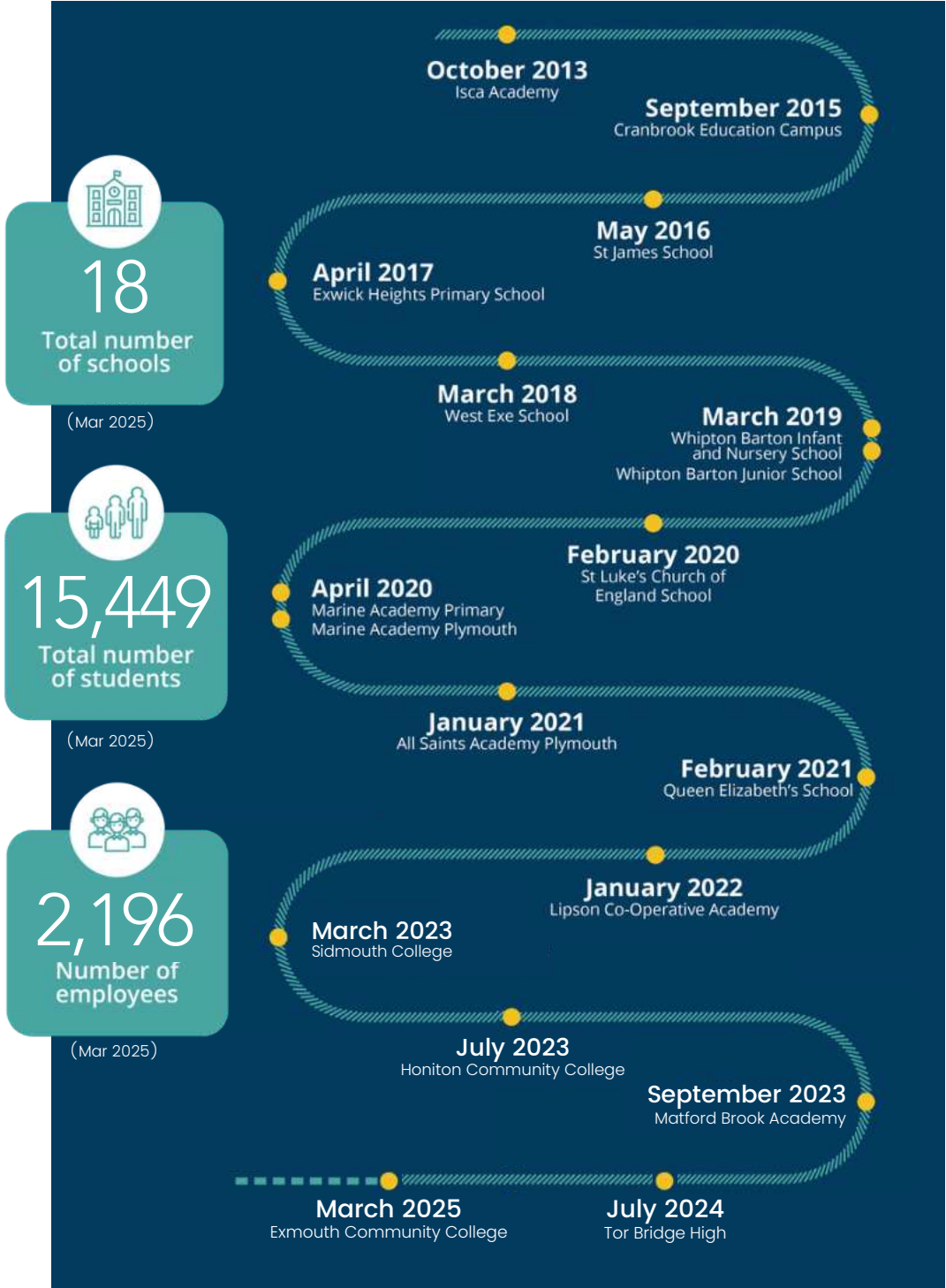
Family friendly policies and flexible working opportunities



# Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Thank you for your  
interest in working for  
us!

