



Armthorpe
Academy

Enriching Lives, Inspiring Ambitions

RECRUITMENT PACK

Inclusion Leader



Consilium
Academies

Enriching Lives, Inspiring Ambitions

Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of Inclusion Leader at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through:

Partnerships

- Opportunity
- Integrity
- Excellence
- Equity
- Being people-centred

We believe in the unique value of each individual – whether that be staff or student – and are dedicated to ensuring each member of our Trust achieves their full potential. As a result of this, we work collaboratively with our stakeholders and external organisations to foster relationships that will enhance opportunities for all our members across the Trust.

At Consilium we're people centred, and want everyone in our Trust, whether teaching or support staff to have access to exceptional professional development. that's why we created our Centre for Professional Learning, which is available for every single colleague across the Trust. here, our colleagues have access to bespoke training opportunities and resources tailored specifically for their needs.

We believe every student, no matter their background, is entitled to an excellent education with an equal opportunity to fulfil their potential. It is only through this vision that we can provide an environment where every pupil can thrive.

As part of our MAT, our Academies follow the collective aims of:

- Ensure everything we do has a focus on helping pupils achieve their potential academically, socially, and emotionally
- Instil a passion for life-long learning and continued improvement so our Academies, staff, and students can grasp their aspirations and ambitions
- Create a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed
- Ensure all stakeholders are seen as partners in our work with the communities we serve

Consilium Academies is going through a huge period of development with rapid growth and opportunities for all staff; I can't think of a better time to join us.

Tracey Greenough

Acting Chief Executive of Consilium Academies.

Welcome from the Headteacher

Welcome to the Armthorpe Academy

I am delighted to extend a warm welcome to you as a potential new member of our dedicated team here at the Armthorpe Academy. It is with great enthusiasm that we consider your interest in joining us as we continue our commitment to providing an outstanding educational experience for our students.

At the Armthorpe Academy, we take pride in our strong tradition of excellence in education, and it is our dedicated staff that plays a pivotal role in achieving this. We believe in fostering an environment where each staff member can thrive personally and professionally, contributing to our shared mission of nurturing young minds and shaping the leaders of tomorrow.

As the Headteacher of the Armthorpe Academy, I want to emphasise our commitment to:

- **Educational Excellence:** Our school has a long history of academic success, and we are committed to maintaining and improving the quality of education we offer. We believe in fostering a culture of continuous learning for both students and staff.
- **Inclusivity and Diversity:** We value diversity and inclusivity and strive to create a welcoming and inclusive environment where all students and staff feel valued and respected.
- **Professional Development:** We encourage and support the professional growth of our staff through ongoing training, workshops, and opportunities for career advancement.
- **Community Engagement:** We are deeply connected to our community and believe in forging strong partnerships with parents, students, and the wider community to create a positive learning environment.
- **Well-being:** We prioritise the well-being of our staff, recognising that a happy and healthy team is essential for the success of our school.

As a potential member of our team, you would have the opportunity to contribute your unique skills and talents to our school community while being part of a collaborative and supportive team that shares a common passion for education.

Thank you for considering the Armthorpe Academy as your potential workplace. We are excited about the prospect of having you join our team and contribute to the continued success of our school. I look forward to the possibility of working with you and witnessing the positive impact you can make on our students' lives.



About the Academy

Armthorpe Academy is an 11-16 school located in the town of Doncaster, South Yorkshire. The learning our children experience is a broad and balanced diet that provides intellectual, moral, creative and emotional stimulation. It is an exciting time to be part of our academy, as with the support of Consilium, we are constantly working to develop and evolve our curriculum and pedagogy to ensure all students can flourish. This means not only striving to fulfil the academic potential of all our learners, but also teaching our young people how to care for themselves mentally and physically, as well as facilitating opportunities for them to enjoy and live life to the full beyond the taught curriculum.

At Armthorpe, we believe every learner is an individual with a unique personality, characteristics and the potential to shine. Inclusion therefore lies at the heart of everything we do. Childhood is changing. Our learners are growing up in a world defined by fast-paced technological development living increasingly online, in spaces adults sometimes struggle to understand. We place great value on preparing our learners to thrive in 21st century Britain, not just academically but socially, emotionally, morally and culturally too. It has never been more important to equip our students to adapt to and embrace change, develop their resilience and creative thinking skills whilst instilling a real love of learning. The development of the whole person is imperative to us.

Respect	<ul style="list-style-type: none"> • Being a leader: Doing the right thing when no-one is watching (both inside and outside of school). • Executing the basics: Smiling, saying please/thank you, opening doors and treating others how we would want to be treated ourselves. • Following and accepting rules without argument.
Responsibility	<ul style="list-style-type: none"> • Being responsible: doing the 'things' you are supposed to do. • Accepting responsibility: enjoying praise for 'things' you have done well (positive choices) and admitting to and accepting the consequences for 'things' you have not done well (poor choices). • Role modelling responsibility: encouraging others to make positive choices.
Resilience	<ul style="list-style-type: none"> • Being prepared to embrace challenges and unknown situations. • Bouncebackability! Realizing sometimes we must try things several times before we learn or find a solution. • Being ruthless and relentless in striving for success – we do not stop until we are as good as we can be!
Pride	<ul style="list-style-type: none"> • Constantly working hard – nothing replaces hard work. • Actively listening to others so we are always learning and improving, know it, own it, do it! • Thinking for ourselves and never being afraid to share our ideas/thoughts when requested – we aim for solution focused creative minds
Ambition	<ul style="list-style-type: none"> • If our dreams do not scare us, they are not big enough. • Having a dream we can articulate. • Understanding what excellence looks like and constantly striving for it.

In January 2019, we were judged by Ofsted to be 'Good' in every category which is testament to the hard work and dedication of the staff and students. As Armthorpe grows and develops as part of the Trust, this new appointment will play an integral part in shaping the future of the school.

About the Trust

The Consilium Mission

“Enriching Lives, Inspiring Ambitions”

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Interim Chief Executive, Tracey Greenough. The team provide direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations

About the Role

Job Title: Inclusion Leader

Start date: 8th January 2024

Hours: 36 hours, term time + 5 days

Contract: Permanent

Actual Salary: £28,745.92

Do you have the drive, passion and commitment to deliver outstanding support? This is an opportunity to join a dedicated team of staff at Armthorpe Academy, part of Consilium Academies who are committed to providing the best possible education for our pupils.

We are looking for an experienced, friendly and hard-working Inclusion Leader to join our team.

We are looking for:

- An inclusive individual, with high expectations of their students, who is committed to maximising rates of progress and has innovative ideas to support all pupils
- Someone with a sense of humour, who understands the importance of developing a positive culture in our organisation.

If you feel you share our values, have the vision and drive for excellence and want to be part of an enthusiastic and dedicated team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

To apply please download and complete the attached application form. Please note we do not accept CV's. We ask that all completed application forms are sent to Dawn McKinna at ARM-recruitment@consilium-at.com

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is 1st December 2023

Interviews will take place on a date TBC

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.

Job Description

Job Title:	Inclusion Leader
Based at:	Armthorpe Academy

Main purpose of the Role

Working as part of the pastoral and inclusion team:

- Lead an internal inclusion provision that supports students with academic studies whilst they are temporarily withdrawn from mainstream lessons to address behaviour choices that are a barrier to learning.
- Provide intensive support to help address behaviour and/or social and emotional difficulties.
- Execute a cycle of 'plan-do-review' to monitor progress through implementation of a behaviour contract.
- Work in close conjunction with teachers, parents/carers and/or external agencies where appropriate to re-engage students in learning, first in the internal inclusion provision, then with re-integration into mainstream lessons.

Core Responsibilities & Tasks

Support for the Pupils

- Encourage students to take responsibility for behaviour choices by working intensively with them to identify barriers and strategies to help address issues.
- Liaise with the SENCO where specific support around SEND is required
- Liaise with the Attendance Officer in establishing constructive contact with the parents of students whose attendance and punctuality does not meet the standards expected
- Establish a partnership with parents/carers to involve them with all aspects of their child's development: personal, social and academic whilst they are accessing the inclusion provision
- Challenge and motivate your students to promote and reinforce self-esteem.
- Use information provided by staff to discuss issues with students, reinforce expectations and put in place strategies to address.
- Instigate behaviour contracts that make clear short and long-term targets.
- Oversee re-integration and success through a RAG rated timetable and close monitoring of behaviour through reports.
- Work with students to monitor the success of support strategies.
- Encouraging pupils to interact and work cooperatively with other and engage all pupils in activities. Promote independence and employing strategies to recognise and reward achievement.
- Assist with the development and implementation of individual Education/Behaviour Plans and Personal Care Programmes and external referrals if necessary.
- Establish constructive relationships with pupils and interact with them according to individual needs. Deliver group or individual interventions where necessary to support social, emotional and academic progress.
- Promote inclusion and acceptance of all pupils.
- Encourage pupils to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievements under guidance of the teacher.
- Plan and undertake structured and agreed learning activities/teaching programmes, advising activities according to pupil responses.
- Undertake programmes linked to learning strategies e.g. literacy, numeracy, KS3, foundation etc. and feedback to teacher.
- Support the use of ICT in learning activities and develop pupil's competence and independence in use.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity and assess pupils in their use.

Support for Teachers

- Create and maintain a purposeful, orderly and supportive environment which mirrors the mainstream environment and supports learning, behaviour choices and expectations when students return to lessons.
- Assist with planning of learning activities and support pupils to achieve learning goals – liaise with teachers to ensure any gaps in learning are minimised and students are fully prepared to return to mainstream lessons.
- Monitor the response of pupils to learning activities and record achievements/progress as directed.
- Determine the need for and preparing and maintaining general and specialist equipment and resources and assisting pupils in their use.
- Provide detailed and regular feedback to teachers on pupils' achievements, progress, problems etc.
- Promote good pupil behaviour, dealing with incidents in line with School Policy and encourage pupils to take responsibility for their own behaviour.
- Undertake routine marking of pupils' work where necessary to support next steps.
- To be responsible for keeping and updating records as agreed with the teacher, through the monitoring and evaluation of pupil's responses to learning activities through observation of achievement against pre-determined learning objectives.
- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil's responses/needs.
- Administer routine tests and invigilate exams, and accurately record achievement and progress.

General Tasks

- Be aware of and comply with policies and procedures relating to Child Protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Contribute to the overall ethos/work/aims of the school.
- Attend and participate in relevant meetings as required.
- To assist in meeting the physical care needs of students as required.

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or Academy.

Person Specification

	Essential	Desirable
Qualification and CPD		
5 GCSEs, or equivalent, at grade C/4 or above (including English and Maths)	✓	
Educated to degree level		✓
Clean Driving Licence	✓	
Experience, Knowledge and Skills		
Supportive of the ethos and values of the school	✓	
Excellent interpersonal skills	✓	
Self-motivated and organised	✓	
The ability to encourage and motivate students	✓	
Competent use of ICT	✓	
Excellent Literacy and Numeracy skills	✓	
Excellent verbal and written communication skills	✓	
Flexible approach to working	✓	
Willingness to take a full role in the life of the school	✓	
Qualities to be a positive role model to all students	✓	
Experience of working in a school/inclusion provision environment		✓
Excellent health and attendance records	✓	
Experience of working with young people and families	✓	
Experience of working with outside agencies	✓	
Experience of delivering small group or individual interventions to support behaviour management.		✓
Experience of supporting students in lessons and adapting resources, particularly those vulnerable to underachievement		✓
Knowledge of Safeguarding Policies and Procedures	✓	
Experience of using SIMS		✓
Experience of using CPOMS		✓
Experience of using tracking interventions such as Boxall profiling		
English Fluency		
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English or Welsh by a recognized institution abroad	✓	
Passing an English or Welsh spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.	✓	