

LEAD OF INTERNAL ALTERNATIVE PROVISION RECRUITMENT PACK



Aim High. Be Proud. Love Life.

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Welcome from our Headteacher

A very warm welcome to Walker Riverside Academy; a fantastic school of which I am extremely proud to be the Headteacher.

Thank you for your interest in the position of Lead of Internal Alternative Provision at Walker Riverside Academy. The Academy is an exciting and thriving 11-19 secondary school at the heart of its community in Walker, Newcastle upon Tyne and we are looking for a Lead of Internal Alternative Provision with the drive and determination to make a real impact on the future of the Academy.

Walker Riverside Academy serves the community of Walker in Newcastle upon Tyne and is an oversubscribed 11-19 secondary school with 1100 students on roll with that number predicted to increase in coming years.

We help our students to **aim high, be proud and love life**, in both their academic and career aspirations, supporting them at every step and guiding them upon options available. It is the daily embodiment of this ethos that makes Walker a truly special school community, with unique opportunities for involvement in the Combined Cadet Force, the TCAT Football Academy, and a growing post 16 partnership to deliver A-Levels at a local Trust partner school North East Futures UTC. The Academy has a curriculum with many unique aspects and a vision that students should be **Globally Aware, Culturally Aware, Self Aware and Life Ready with Ambition**. The four 'awares' are the cornerstones of the well considered curriculum intent. We want our students to be proud of both themselves and the school community they attend, whilst developing a love of Academy life. The investment in passionate pastoral and academic support for our young people ensures that we create an atmosphere in which we laugh and learn together. With all students being attached upon entry in Year 7 to one of three schools: Dobson, Grainger, or Stephenson, a sense of belonging and community is created from the outset.

At the heart of Walker Riverside Academy is its talented and dedicated staff. They are its most valuable asset, and they uphold ambitious educational standards which prepare all students for the next phase in their education and life and provide care, guidance, and support in a learning environment characterised by high standards of behaviour and mutual respect. Our Academy is always striving for brilliance and now is a fantastic time to become part of our Walker community, and our wider Tyne Coast Academy Trust.

Academy Life

For more information on Walker Riverside Academy please visit:

Website: www.walker.academy

Facebook: [@walker.academy](https://www.facebook.com/walker.academy)

Twitter: [@WalkerAcademy](https://twitter.com/WalkerAcademy)



Mr G Smith
Head Teacher

Tyne Coast Academy Trust

Tyne Coast Academy Trust is an outward facing Trust with strong links to other successful Trusts in the region. We are currently made up of five schools, two primary schools, two secondary schools and a UTC. The Trust also benefits from being in the unique position of being sponsored by Tyne Coast College (comprising of South Tyneside College and TyneMet College), a world class college with a reputation for excellence.

Our Vision

To be an outstanding MAT, providing world-class education and training.

Our Mission

To provide the highest quality education and training, preparing young people for the future.

Our Values

As an employer and a learning organisation, we will:

- Aim to be excellent in all that we do;
- Celebrate diversity and the rights of others;
- Act with integrity - fairly, openly and transparently; and
- Be welcoming and approachable to all.

Strategic Aims

We aim to:

- Provide high-quality teaching and learning;
- Create a high-quality learning environment;
- Be financially sound, modernise and grow, providing outstanding value for money;
- Provide a curriculum that meets the needs of all stakeholders in an ever-changing world; and
- Work in partnership with the communities we serve, agencies and employers.

Core Values

Tyne Coast Academy Trust:

- Believes every pupil should achieve their potential;
- Believes in developing strong relationships with our pupils, and never giving up on them;
- Believes in being a strong community presence, embedding everything we do in the local community;
- Values and respects the professionalism, commitment, and excellence in our staff;
- Believes the needs of employers should shape our curriculum;
- Will make a significant positive impact on the local, regional and national economy; and
- Welcomes and includes everyone in our community, and value individuality and diversity.

Employee Benefits

Across our trust our teaching staff benefit from:

- A commitment to professional development for all staff;
- A focus on staff wellbeing with designated weeks;
- Access to the Teachers Pension Scheme and Local Government Pension Scheme;
- TCAT continues to follow the STPCD and Burgundy Book along with national conditions of service for non-teaching staff;
- An opportunity for cross-site working and career development opportunities, including within our Trust schools and our sponsor colleges;
- Opportunities to teach A Levels across the Trust;
- Access to free gym facilities.

The Application Process

Thank you for your interest in joining Walker Riverside Academy.

The job advert, job description and personal specification have been provided to decide whether you wish to apply for the position. Please take the time to match your skills, experience and career aspirations against this information when applying for the post.

The Application Form

It is important that you complete **all sections** of the application form and that you provide full and accurate information. Please note, CVs will not be accepted.

All applications must be returned by the closing date. Late applications will not be considered.

After the closing date all applications will be examined and shortlisting will take place. You will be notified by email if your application has been successful and you will be invited to attend an interview. Details of the interview, and any required tasks that you will need to prepare for, will also be sent to you. At this point references will be sought if permission has been given.

On the day of the interview you will be asked to bring various forms of identification and original certification as declared on your application.

Post Interview

You will be contacted to advise if you have been successful or unsuccessful. If you are the successful candidate you will be made a verbal offer of employment, which will be followed up with a conditional offer of employment.

Once all clearances are in place a start date will be confirmed and followed up with a final offer letter and statement of particulars.

Further Information

For further information please contact Melissa Dobrianski, Head of HR & Business Operations at mdobrianski@tynecoastacademytrust.co.uk

Walker Riverside Academy and Tyne Coast Academy Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate pre-employment checks including an enhanced DBS with barred list check. The Trust will also undertake an online search of publicly available information on all candidates who are shortlisted for an interview.

Job Advert

Lead of Internal Alternative Provision

MPR/UPR plus TLR 2b £5,023 per annum

Required for September 2023

We are seeking an inspirational teacher to join our team at an exciting time in our school development. If you are passionate about making a difference and improving outcomes for children and young people in Newcastle upon Tyne, then this role at Walker Riverside Academy could be just for you. Staff are proud to be part of our vibrant, ambitious and oversubscribed school with strong community links. We are an integral school within Tyne Coast Multi Academy Trust which continues to strategically develop providing excellent career development opportunities.

We are seeking an outstanding Lead of Internal Alternative Provision to join our dynamic and forward-thinking team and play a key role in supporting and engaging our students.

The successful candidate will be an experienced and adaptable practitioner, with a proven track record of working with students who require alternative provision. They will be able to teach across multiple subjects and have practical skill sets and will be passionate about creating bespoke educational and therapeutic programmes to meet the individual needs of our students.

We are committed to investing in our staff and you will receive a supportive induction programme and have access to high quality CPD. Opportunities are also available for Trust wide working and career development opportunities. You will also receive consistent support from a dedicated Headteacher, SLT, Deputy CEO, Trust Central Team, Local Governing Body and Trust Board.

If you share our vision, are passionate about raising educational attainment and standards for our highest attainers to our most vulnerable cohorts and ensure our diverse community of students reach their full potential, you can make a difference at Walker Riverside Academy.

If you would like a discussion about this post with Gareth Smith, Headteacher, please contact Sandra Willis by emailing sandra.willis@wra.tynecoast.academy

The deadline for applications is **12.00 noon on Wednesday, 22 March 2023** and interviews will take place week commencing, **Monday, 27 March 2023**. Please return completed applications to sandra.willis@wra.tynecoast.academy

Tyne Coast Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks including an enhanced DBS with barred list check.

In accordance with Keeping Children Safe in Education 2022, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the interview process.

We are proud to be a Disability Confident employer and guarantee an interview to anyone who discloses a disability where their application meets the minimum criteria for the post.

Application packs and further information can be found on the Tyne Coast Academy Trust website <https://www.tynecoastacademytrust.co.uk/join-our-team-current-vacancies/> or by contacting Melissa Dobrianski, Head of HR & Business Operations at mdobrianski@tynecoastacademytrust.co.uk

Closing date: 22 March 2023, 12.00 noon

Job Description

Job Title: Lead of Internal Alternative Provision

Salary: MPR/UPR, plus TLR 2b

JOB PURPOSE

To deliver an appropriate programme of teaching at Key Stages 3 and 4 within an internal alternative provision unit, ensuring high standards of teaching, learning and progress for all students.

KEY RESULT AREAS

Lead the development and delivery of a high-quality, bespoke Internal Alternative Provision (IAP) that meets the needs of our most vulnerable students, both onsite and offsite

Ensure high standards of teaching and learning and progress for all students.

Work collaboratively with pastoral, curriculum and SENCO colleagues to identify and support students who require IAP provision, and ensuring that this provision is integrated into their wider education and support plans

Create and deliver personalised, therapeutic and engaging educational programmes that meet the specific needs of each individual student, and support them to achieve their full potential

Ensure that all IAP provision is high-quality, engaging, and effectively supports students to improve their behaviour, attendance, and academic progress

Monitor and evaluate the impact of IAP provision, and using data to continuously improve the quality and effectiveness of provision

Build upon an already established and strong provision, and drive forward further improvements to ensure the very best outcomes for our students

Contribute to the wider school leadership team, and work collaboratively with colleagues to ensure that IAP provision is integrated into the wider school curriculum and ethos

Provide pastoral care for students including carrying out the role of tutor.

Ensure that all students in classes taught, including identified vulnerable groups, have equal access to the appropriate curriculum

Contribute to the procedures for quality assurance, including the use of data, in line with whole school policy and practice and as required

Contribute to and deliver supportive intervention when a student's progress is limited by negative attitudes, misbehaviour, unsatisfactory attendance and punctuality, long term illness or other factors.

Consistently promote the Trust and individual academies in a positive light to its wider community, upholding the policies and procedures agreed by the Governing Body

Act as a role model for staff and students, displaying positive behaviours at all times

Undertake any other duties commensurate with the grade of the post as directed by the Headteacher.

VARIATION IN THE ROLE

Given the dynamic nature of the role and structure of TCAT, it must be accepted that, as TCAT's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the member of staff.

EQUALITY AND DIVERSITY

TCAT is committed to equality and diversity for all members of society. TCAT will take action to discharge this responsibility but many of the actions will rely on individual staff members at TCAT embracing their responsibilities with such a commitment and ensuring a positive and collaborative approach to Equality and Diversity. This will require staff to support TCAT's initiatives on Equality and Diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to TCAT with an all inclusive approach that celebrates differences. Failure to embrace these commitments may lead to formal action.

If you as a member of staff identify how you or TCAT can improve its practice on Equality and Diversity, please contact the HR Manager.

HEALTH AND SAFETY

All members of staff have a duty to maintain safe and clean conditions in their work area and co-operate with TCAT on matters of Health and Safety. This will include assisting with undertaking risk assessments and carrying out appropriate actions as required. Staff are required to refer to TCAT Health and Safety Policies in respect to their specific duties and responsibilities.

STAFF DEVELOPMENT

All staff are required to participate fully in TCAT Staff Development programmes and have a responsibility to identify their own professional development needs in conjunction with their line manager.

COMMITMENT TO SAFEGUARDING VULNERABLE GROUPS

TCAT is committed to safeguarding and promoting the welfare of children and young people, as well as vulnerable adults, and expects all staff and volunteers to share this commitment.

Person Specification

PERSON SPECIFICATION - LEAD OF INTERNAL ALTERNATIVE PROVISION

	CRITERIA	Essential/ Desirable	Where assessed
	Qualifications and Education		
1	Educated to degree level	E	A/C
2	Qualified Teacher Status (QTS)	E	A/C
	Experience and Knowledge		
3	Experience of working with students who require alternative provision	E	A, I, R
4	Ability to teach across multiple subjects at Key Stages 3 and 4	E	
4	The ability to ensure good or outstanding learning and progress in lessons	E	A, I, R
5	Successful experience as a teacher able to provide evidence of successful outcomes in terms of student progress and attainment	E	A, I, R
6	Ability to motivate and engage students	E	A, I, R
7	Knowledge and impact of removing barriers to learning	E	A, I, R
8	Ability to accurately assess student performance and a commitment to providing useful feedback and intervening when students are not progressing at the expected rate	E	A, I, R
9	Ability to drive forward improvements to ensure that our Internal Alternative Provision remains strong and effective	E	A, I, R
10	Knowledge and understanding of alternative curriculum provision and management of personalised learning	D	A, I, R
11	Experience of working with students with challenging behaviour to prevent suspension and disaffection	D	A, I, R
	Skills		
12	Strong interpersonal skills, and the ability to build effective relationships with a range of stakeholders, including parents, carers, external agencies and colleagues.	E	A, I, R
13	Ability to organise work, prioritise tasks and manage multiple priorities	E	A, I, R
14	Proactive, creative and adaptable approach to problem-solving, with the ability to show initiative and work collaboratively to find solutions	E	A, I, R
	Personal Attributes		
15	A commitment to safeguarding and promoting the welfare of children and young people	E	A, I, R
16	Flexible and able to use own initiative to meet the changing needs of our students	E	A, I, R
17	Personal integrity and a commitment to fairness and equality, ensuring all students have access to the same opportunities and support	E	A, I, R

18	A commitment to continuous improvement and professional development	E	A, I, R
19	A desire to undertake additional responsibilities and grow the role over time, through demonstrating a positive impact on the provision and students' outcomes	E	A, I, R

Key: Where Assessed

A – Application Form

C – Certificates

I – Interview

R – References

Please set out how you meet the essential and if appropriate desirable criteria in your application form. The person specification will be used to shortlist candidates for interview.



Waverdale Avenue, Walker, NE6 4AW



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enquiry@wra.tynecoast.academy



walker.academy