Managed Intervention Centre (MIC)

Lead Teacher job information

Ormiston Academies Trust (OAT) is delighted to have secured funding to set up two new, short term Managed Intervention Centres (MIC’s) aimed at reducing the risk of permanent exclusion and behavioural difficulties among pupils at participating OAT schools in Stoke-on-Trent and Norfolk. The programme will be accessed by 8-10 schools, delivered by MIC staff under the leadership of OAT for a pilot period of three academic terms from April 2024, and independently evaluated. The role will be offered on a fixed term basis initially for the duration of the funding period.

This project will make a real difference to the most vulnerable students and is aimed at improving the behaviour of those who have been identified as at risk of suspension and/or exclusion. Staff will take part in training that includes the ARC framework for trauma informed practice which teaches children strategies to manage and control their emotional responses and encourages children to express their feelings in safe and appropriate ways.

We are looking for a lead teacher for each site who will have specific responsibility for the learning and progress of pupils referred to the MIC, along with line management of the teacher and learning support assistants in their locations.

**Department**: Education

**Line manager**: Pilot Project Lead

**Working arrangements**: You will be based at the MIC site in either Norfolk or Stoke-on-Trent

**Contract**: Fixed term for the period of set up to pilot project end, ideally from February 24 to March 25 (with possible extension or permanent appointment)

**Grade**: MPS/UPS + TLR

**Benefits**: As well as a rewarding career and nationally agreed terms and conditions, joining OAT will give you access to a variety of benefits, support programmes and initiatives including:

* Excellent opportunities for continuous professional development and support to progress your career.
* Membership of Teachers’ Pension Scheme with generous employer contribution
* Lifestyle benefits offering significant savings on a wide range of shopping, leisure and travel outlets.
* OAT Car Benefit salary sacrifice scheme.
* Cycle to work salary sacrifice scheme.

# Further information about Managed Intervention Centres

MIC's offer short term, five week placements for students at risk of being excluded from mainstream school. There are a maximum of 15 referred students at any one time with four members of staff. The intervention programme is delivered within a safe and supportive environment for students, with a strong focus on fostering positive and trusting relationships. Students are taught an academic curriculum but with a heavy PSHE focus, and given strategies to cope better in lessons so they can return and complete their education back at their mainstream school.

# What you will deliver

* Play a full role in implementing agreed learning and behavior policies, taking responsibility for pupils’ learning and behaviour both in and outside of the classroom.
* Promote the protection and safeguarding of learners through the active implementation of relevant OAT school policies and procedures with particular reference to child protection policy, safe touch policy, positive behavior policy and the staff code of conduct, and to raise any concerns relating to such procedures which may be noted during the course of duty.
* Be responsible for planning and implementing appropriate work programmes for a specific curriculum within the framework of national and school policies.
* Take responsibility for agreed area(s) in the school to support pupil induction, progress and development and ensure the efficient implementation of relevant policies and procedures.
* Liaise closely with school leaders, parents and other stakeholders ensuring pupil intake and exit from the MIC is with fidelity to the pilot project.
* Undertake the role of classroom teacher for a group of learners, leading the assessment of learners needs, individual educational plans and reviews and working with parents, carers, schools and other professionals to implement educational programmes and facilitate reintegration.
* To support the MIC Lead in reporting requirements to OAT and EEF/CEI during the project
* To support the EEF’s evaluator, CEI with agreed evaluation data gathering, surveys, meetings etc.
* Take part in regular staff meetings, school and whole project meetings.
* Liaise and collaborate regularly with school leaders ensuring delivery with fidelity to the pilot project.
* Undertake continued professional development and maintain an understanding and awareness of developments in relation to working with pupils presenting social, emotional, behavioural and/or learning difficulties as well as in curriculum development.
* Take part in OAT’s Delivering Excellence cycle.

# Your skills and experience

You will be a qualified teacher with a successful teaching career with experience in collaborating with multi-disciplinary teams to support students with trauma history. You are likely to be able to evidence recent continued professional development relevant to the post and you will be able to demonstrate experience of leading and evaluating improvement in a specific phase.

Ultimately, you will share our belief in the power of education to change lives for young people, and have the intellectual, interpersonal and operational capabilities required every day to improve education in a national organisation.

## Education and qualifications

* + Must be educated to degree or master’s level.
	+ Must have a recognised teaching qualification.

## Knowledge, experience and skills

* + Up-to-date knowledge of national policy, curriculum developments and the statutory and legal framework within which a school and a pupil referral unit operate.
	+ An understanding of the types, indicators, and impact of trauma on children and adolescents.
	+ Experience in collaborating with multi-disciplinary teams to support students with trauma histories.
	+ A knowledge and understanding of the Academy’s curriculum.
	+ A knowledge of what makes an effective school and strategies that can be deployed for school self-evaluation, improvement and review.
	+ A knowledge of what constitutes good teaching and an understanding of how to improve the quality of teaching and learning.
	+ A knowledge of how children think and learn and what young people with Social, Emotional and Behavioural difficulties experience.
	+ A knowledge of how ICT can both enhance and extend learning and improve school administration.
	+ A detailed knowledge of the national strategy and a clear understanding of the strategies that can be used to improve teaching and learning.
	+ Leadership and management skills including the ability to conduct planning; involve and motivate others and contribute to the vision and direction of the MIC, the use of performance data; finance and resources; and people management including delegation; and monitoring and evaluating performance.
	+ The ability to communicate effectively with a range of potential audiences both internal and external stakeholders.
	+ Proven quality teaching skills and the ability to coach other teachers and share good practice.
	+ Good ICT skills both to support learning and administration

**September 2023**

How to apply

If you are interested in exploring this opportunity further, we would be delighted to hear from you. Please contact Wasim Butt, director of AP and special academies at wasim.butt@ormistonacademies.co.uk to arrange an informal discussion.

You can apply by sending your CV and supporting statement to recruitment@ormistonacademies.co.uk or if you would prefer the structure of an application form, please visit OAT Careers.

The closing date for applications is Thursday 12 October at 12 noon with shortlisting taking place soon after and interviews expected to take place on 17 October.