



**DPA**  
DERBY PRIDE  
ACADEMY

## PERSONAL, SOCIAL, HEALTH AND ECONOMIC TEACHER (PSHE)

GRADE: MPS

ACTUAL SALARY: £30,000 - £41,333

(Pending Teachers' Pay Award 2024-25)

CONTRACT: Temporary until 31<sup>st</sup> August 2025

32.5 hours per week, all year round

START DATE: ASAP

## CANDIDATE INFORMATION PACK



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## What is included within this pack?

Within this pack you will find both information and advice on applying for a role with Esteem Multi-Academy Trust including:

- Welcome from the CEO
- About Esteem Multi-Academy Trust
- About the School
- Job Advertisement
- Job Description and Person Specification
- Safeguarding and checks
- Application process and timeline



## Welcome from Esteem Multi-Academy Trust

Dear applicant,

Thank you for your interest in Derby Pride Academy (DPA) and Esteem Multi-Academy Trust (MAT). This Teacher vacancy presents a fantastic opportunity for an outstanding leader to join the Academy at an exciting time, as our Trust continues to grow.

DPA is an 11-16 alternative provision free school in the centre of Derby City. It caters for children and young people who are at risk of; or have been, permanently excluded. Most students have social, emotional, and mental health (SEMH), including other associated needs e.g. trauma, anxiety, SEND, challenging behaviours.

The successful candidate will be an experienced teacher, with relevant recent experience of teaching in an alternative provision for students with social, emotional, and mental health needs.

Esteem is looking for a passionate, collaborative, personable leader with the ability to motivate and inspire others. You will have vision and the determination to develop the school, to raise current standards, aspirations and outcomes for every student.

If you think you have got what we are looking for, we look forward to receiving your application for consideration.

For further information about Esteem MAT, please visit our website at <https://www.esteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

I wish you well in your application.

Yours faithfully

*J Scholefield*

**Julian Scholefield**  
Chief Executive Officer

## About Esteem Multi-Academy Trust

Esteem MAT was formed in 2018 and now consists of 14 special, alternative provision and mainstream primary academies based in the East and West Midlands. Many of our students have special educational needs and/or disabilities or are disadvantaged.

Inclusion is at the heart of our culture and ethos, and we are ambitious about being one of the leading trust within the region for SEND expertise and outreach provision. Esteem Academies believe that through coloration, sharing expertise and supporting one another, we are 'Stronger Together!'

We are a trust that:

- Leads and supports our academies to provide the highest standards of education and development for all our students
- Enables academies with a shared sense of purpose to benefit from alignment whilst maintaining individuality
- Provides a strong, collective voice for our academies at a local and national level
- Delivers support; including SEND expertise, to our academies and to other schools and local authorities

Our trust has three core strategic aims. Everything we do should be ultimately focused on doing these three things well:

- We will provide an ambitious, inspirational, bespoke education, setting the foundation for the future and ensuring our young people are ready for the world.
- We will deliver high standards and value for money from our support services, resources, estate and technology.
- We will invest in and support our people, exploiting opportunities for collaborative, continual professional development, sharing of expertise and best practice

We really value each school's unique identity, which reflects the diverse needs of the students and the community that each school serves. It is therefore important to us that our students feel they belong to their local community. This is why we believe that our schools need leaders and governors who are experts in understanding their local school context.

Being part of a family of schools in a trust brings the added benefits of support and collaboration. We know that sharing ideas and working together are the best ways for our schools to continue to improve for the benefit of all our students. Our people are our most valuable resource. We invest in them by providing high quality specialist training, opportunities to collaborate and develop their careers within Esteem.

Further information about Esteem can be found on the website at [www.esteemmat.co.uk](http://www.esteemmat.co.uk)

## About Derby Pride Academy (DPA)

Derby Pride Academy (DPA) became one of the first alternative provision academy free schools to ever open within the country. DPA offers alternative provision for young people aged 11 - 16 who are referred by their mainstream school or Derby City LA, due to being at risk of permanent exclusion. The academy provides an environment where all students feel understood, valued, and cared for. DPA works in close partnership with students and their families to identify barriers to success and overcome these obstacles.

DPA's curriculum is carefully designed to re-engage students with education and equip them with the necessary knowledge, skills, and attributes to succeed academically, personally, and socially. DPA has a very strong focus on academic achievement. Therefore, in key stage 4 we ensure that students leave with a broad and strong set of qualifications to better 'open the doors' to future opportunities for them. Classes are small, with usually no more than six to eight students in a class.

Most students complete a two-term-turn-around placement and then return to their mainstream secondary school. Some students move on to a new mainstream school after successfully completing their placement with us. Students starting with us in year 11, might complete the full academic year at the academy, then progress into further education, training, or employment.



*Mark Hatton, Headteacher*

Further information about Derby Pride Academy can be found on the website at [www.derbyprideacademy.org.uk](http://www.derbyprideacademy.org.uk)

## The Advertisement

**Job Title:** Personal & Social Development Teacher

**Locations:** Derby Pride Academy, 20 Orient Way, Derby, DE24 8BY

**Grade/Scale:** Main Pay Scale £30,000 - £41,333 (Pending Teachers' Pay Award 2024-25)

**Start date:** ASAP

**Contract:** (Temporary until 31<sup>st</sup> August 2025) 32.5 hours per week, all year round

DPA plays a crucial role in Derby City's strategy for SEMH/SEND, including working in partnership with local mainstream schools to reduce permanent exclusions. It is commissioned for 52 places for secondary students aged 11-16. DPA was initially a standalone Free School Academy before recently opting to join Esteem MAT.

We are looking to recruit an experienced and inspiring teacher to join our academy to teach PSHE to students in KS3 and KS4. The staffing teams are small compared to mainstream schools and the post will suit a teacher who is willing to be flexible to meet the needs of the students within Derby Pride Academy.

This role will be responsible for establishing a supportive relationship with the students and their parents/carers, monitor behaviour and achievement, and cover classes in the absence of teachers.

Applicants should have good knowledge and experience of working with disaffected students in a school or other alternative setting. An affinity for students with behavioural, emotional and social difficulties is an essential quality for this challenging but rewarding opportunity. Applicants should be resilient, have high expectations, and a sense of humour. You must be able to build positive relationships with our students and think outside of the box. You will be responsible for contributing to a small staffing team to ensure that the site runs smoothly. A growth mindset and positive ethos are essential characteristics that we are looking for.

Benefits include: Teacher's Pension Scheme, Westfield Health membership, academy laptop and free parking.

For further information, please contact Rachael Locker, Administration/Exams Officer, via email [r.locker@derbyprideacademy.co.uk](mailto:r.locker@derbyprideacademy.co.uk) or visit our website at <https://www.esteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

**Closing date for applications: 03 November 2024 (23:59)**

**Interview date: WC 11 November 2024**

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

## Job description and person specification

**Job Description: Personal, Social, Health and Economic Education (PHSE) Teacher**

**Derby Pride Academy, Esteem Multi-Academy Trust**

**Salary:** MPS Actual Salary £30,000 to £41,333 (Pending Teachers' Pay Award 2024-25)

**Hours:** 32.5 hours

**Contract type:** Temporary until 31<sup>st</sup> August 2025

**Reporting to:** Deputy Headteacher

**Responsible for:** Teaching a range of classes, and being a form tutor

### **Main purpose:**

The teacher, under the direction of Leaders, will take a major role in:

- Delivery of an appropriate and relevant curriculum to meet the needs of Derbyshire students either permanently excluded or at risk of permanent exclusion
- Preparation of long- term plans and medium term plans for subjects to ensure a sequenced delivery
- Demonstrating excellent subject knowledge
- Re-engaging students with education by delivering engaging and inspiring lessons of relevant content
- Increasing student readiness for re-integration to mainstream education where possible or for next destination
- Baseline testing and target setting and assessment
- Management of student behaviour
- Safeguarding of students
- Identify student need, barriers to learning intent of the placement, target setting and associated risk assessment

### **Qualities:**

The teacher will:

- Uphold public trust in academy leadership and maintain high standards of ethics, behaviour and professional conduct
- Be credible and an excellent role model
- Be enthusing, driven and be able to create new opportunities for our students
- Build positive and respectful relationships across the academy community and with other stakeholders
- Understand that our academy consists of multiple sites and the need for consistency across all sites
- Understand that we are working at a rapid pace to drive standards and implement a new curriculum offer
- Serve in the best interests of the academy's students.

## **Duties and responsibilities:**

### **Academy culture and behaviour**

Under the direction of Leaders, the teacher will:

- Create a culture where students experience a positive and enriching academy life
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism and resilience
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in the academy.

### **Teaching, curriculum and assessment**

Under the direction of Leaders, the teacher will:

- Deliver high-quality teaching
- Ensure teaching is underpinned by effective pedagogy and adaptive teaching
- Effectively use formative assessment to inform strategy and decisions
- Effectively use data systems to evidence progress from a student's baseline towards targets
- Ensure that student progress is recorded and monitored
- Contribute to the academy's curriculum offer so that it is appropriate for student needs
- Be able to adapt planning to meet the needs of a variety of levels
- Produce and update Student Information Packs for identified students in your form
- Contribute to the blended learning offer
- Deliver engaging and inspiring lessons
- Contribute to the curriculum offer with inspiring subjects that interest our students
- Contribute to post 16 planning and careers education for our students.

### **Additional and special educational needs (SEN) and disabilities**

Under the direction of Leaders, the teacher will:

- Promote a culture and practice that enables all students to access the curriculum
- Have ambitious expectations for all students with SEN and disabilities
- Make sure the academy works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the academy fulfils statutory duties regarding the SEND Code of Practice.

### **Professional development**

Under the direction of Leaders, the teacher will:

- Ensure that they take up appropriate CPD to develop expertise
- Keep up to date with developments in education
- Seek training and continuing professional development to meet needs.

### **Other areas of responsibility**

- To contribute to site developments and additions to timetables to ensure a quality offer such as tutor time, assemblies, home learning, arrangements and monitoring of online learning.
- Contribute to the production of student information packs (PIPs)
- Be a form tutor and contribute to pastoral development.



Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

**OTHER GENERIC RESPONSIBILITIES:**

- Represent and promote the ethos and values of Esteem Multi-Academy Trust
- To take, and be accountable for, all decisions made within the parameters of the job description
- Participate with performance management and CPD training and activities that contribute to personal and professional development for self and others within the academy
- Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
- Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description
- The post holder will be working in a developing environment and will therefore be expected to undertake other appropriate duties as required for the effective operation of the Trust.

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The postholder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies. The Headteacher and governing body reserve the right to amend the job description at any time after consultation with the post-holder.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

## Person Specification: Personal, Social, Health and Economic Education (PHSE) Teacher

### Derby Pride Academy, Esteem Multi-Academy Trust

CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status (unqualified teachers will be considered depending on relevant school/setting experience)</li> <li>• Degree</li> <li>• Driving licence, transport and business insurance</li> </ul>
<b>Experience</b>	<p><b>ESSENTIAL</b></p> <ul style="list-style-type: none"> <li>• Several years teaching experience in a school</li> <li>• Experience of working with challenging and vulnerable young people</li> <li>• Effective behaviour management</li> <li>• Teaching, planning and delivery of a PHSE curriculum</li> </ul> <p><b>DESIRABLE</b></p> <ul style="list-style-type: none"> <li>• Experience of working in a non- mainstream education establishment</li> <li>• Experience of working in a multi sited school</li> <li>• Experience of implementing appropriate curriculum offers to meet the needs of a range of vulnerable students</li> <li>• Teaching at a range of key stages</li> <li>• Experience of teaching a range of subjects</li> <li>• Experience in curriculum or subject development</li> <li>• Experience of implementing a range of subject interventions</li> <li>• Of contributing to a blended learning offer to meet student need</li> <li>• Of liaising with families and maintaining effective communication</li> <li>• Previous teaching of alternative offers/vocational/non- GCSE</li> </ul>
<b>Skills and knowledge</b>	<p><b>ESSENTIAL</b></p> <ul style="list-style-type: none"> <li>• Understanding of high- quality teaching and learning</li> <li>• Ability to produce a high- quality curriculum offer and schemes of work</li> <li>• Understanding of effective approaches to learning</li> <li>• Ability to develop positive student behaviour strategies and understanding of the communication needs of children</li> <li>• Data analysis skills, and the ability to use data to set targets and measure progress</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to engage and inspire students with high quality planning and relevant content</li> <li>• Ability to build rapport with challenging students with varying needs</li> <li>• Ability to build effective working relationships</li> <li>• Knowledge of current safeguarding practises</li> <li>• Excellent use of electronic systems and ICT capabilities</li> </ul>

	<p><b>DESIRABLE</b></p> <ul style="list-style-type: none"> <li>• Ability to teach multiple key stages</li> <li>• Delivery of a blended learning offer</li> <li>• Other skills/interests that could contribute to the curriculum in a vocational or non-GCSE alternative offer</li> <li>• Knowledge of other subjects other than science</li> <li>• Ability to safeguard vulnerable students and liaise with other professional agencies and social workers</li> </ul>
<p><b>Personal qualities</b></p>	<p><b>ESSENTIAL</b></p> <ul style="list-style-type: none"> <li>• A commitment to achieving the best outcomes for all students and promoting the ethos and values of the academy</li> <li>• Hardworking and flexible</li> <li>• A good sense of humour</li> <li>• To have a good level of self- reflection and be able to respond to positive criticism to develop professionally</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Ability to maintain resilience and positivity</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.</li> </ul>

## Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2024' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings.

If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.

Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered "not applicable", where appropriate, if your work has not brought you in to contact with children or young people.

## Application process and timeline

Application forms are available on our website at <https://www.esteemmat.co.uk/vacancies>.

After the closing date, shortlisting will be conducted by a panel who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for any central office-based positions and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

**Closing date for applications: 03 November 2024 (23:59)**

**Interview date: WC 11 November 2024**

**We reserve the right to interview suitable candidates upon application and may close the application process prior to this date**

For further information, please contact Rachael Locker, Administration/Exams Officer, via email [r.locker@derbyprideacademy.co.uk](mailto:r.locker@derbyprideacademy.co.uk) or visit our website at <https://www.esteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

Please contact the Headteacher's admin to discuss your experience before arranging any site visits. Use the relevant application form on the Esteem MAT website; CVs alone will not be accepted.