



## POST-16 CLASS TEACHER

**GRADE: MPS/UPS +SEN1**

**ACTUAL SALARY: £30,000 to £46,525 +£2,539**

**(Pending Teachers' Pay Award 2024-25)**

**Contract: Full-time Teacher**

**Start Date: ASAP/January 2025**

## CANDIDATE INFORMATION PACK



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## What is included in 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 Esteem Multi-Academy Trust (MAT). The teaching position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

Fountains High School is a special school based in Burton upon Trent, catering to children aged from 11 to 19 with a wide variety of needs and disabilities.

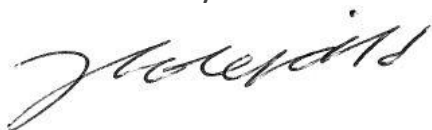
We are eager to appoint an enthusiastic teacher who would be excited to teach a modified curriculum in a secondary special educational needs setting, with a commitment to improving the lives and opportunities of children and young people.

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

For further information, please contact Deb Dolman, School Business Manager, on 01283 247580 via email at [ddolman@fountains.staffs.sch.uk](mailto:ddolman@fountains.staffs.sch.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.

I wish you well in your application.

Yours faithfully



Julian Scholefield  
Chief Executive Officer

## About Esteem Multi-Academy Trust

Esteem MAT was formed in 2018 and now consists of 14 academies from the East and West Midlands. Many of our pupils have special educational needs and/or disabilities or are disadvantaged. Therefore, inclusion is our watchword, and our vision is for Esteem to be a learning community of excellence for SEND and alternative provision in the Midlands. However, we want more mainstream schools to join us too as they have many pupils with SEND or who are disadvantaged. We want all our pupils to achieve their full potential whatever type of school they attend.

Our vision is to be a Trust that:

- Leads and supports our academies to provide the highest standards of education and development for all our pupils
- 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 and SEND expertise to our academies and other schools and local authorities

Our vision will be delivered via our 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
- Our people are our most valuable resource. We invest in them by providing high-quality specialist training, and opportunities to collaborate and develop their careers within Esteem.

We greatly value each school's unique identity, which reflects the diverse needs of the pupils. It is also important to us that our pupils feel they belong to their school community. This is why we believe that our schools need strong leaders and governors who understand their local 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 pupils.

## Welcome from the Executive Headteacher



Dear applicant,

By joining Fountains High School, you will embark on a journey where education is a synthesis of innovation and inclusion. We are dedicated to unleashing your potential, nurturing your talents, and developing you to become an inspiring part of our community to achieve success in all its forms.

As architects of ambition, we sculpt an educational experience that champions potential and promise. Our dynamic and inclusive learning environment, combined with personalised support and research-driven strategies, is not merely an education; it's a transformation. We're not just teachers; we're leaders, shaping kind hearts, wise minds, and brave souls.

With us, your vocation is remarkable and filled with discovery, growth, and opportunities. Join us in creating a future where your journey leads to a fulfilling and successful career. Your potential knows no bounds here.

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills and experience to fulfil this role. The closing date for applications is 18 October 2024.

Interviews will be held W/C 21 October 2024. I look forward to meeting you.

Kind regards



**Mr Gareth Allen**  
**Executive Headteacher**  
**Fountains High School and South Derbyshire Support Centre**

## About Fountains High School

At Fountains High School (FHS), nestled between the counties of Staffordshire and Derbyshire in the vibrant community of Burton Upon Trent, we've embarked on a remarkable journey. From humble beginnings to becoming an educational beacon, we've been on a transformative mission, and the numbers tell our story.

At Fountains High School, we redefine the notion of a "generic" special school, catering to students aged 11-19 with Education, Health, and Care (EHC) plans; there is nothing generic about our approach, our students or our dedication to our students. Ten years ago, we were a school for 120 students and today, we are not just a school; we are a thriving hub of over 230 students, including 55 post-16 students at the Burton and South Derbyshire College (BSDC) campus, student-led enterprise businesses and a deliverer of outreach and support to other schools.

Our student body is as diverse as it is dynamic. With approximately a third of students on the autistic spectrum, another third with moderate learning difficulties, and a quarter with severe learning difficulties, we know that each one has a unique path to explore. The remainder, have profound and multiple learning disabilities, speech, language, and communication needs, physical disabilities, and visual impairments, and also shine bright in their own way.

Here at FHS, we embrace the spirit of our students, recognising that everyone can achieve their potential given the right support. That's why we've crafted personalised curricula that pave the way for each student to embrace their journey towards success. The 'ACCESS to the World', 'CONNECT to the World' and 'SHINE in the World' Curricula form the foundation of our students' daily experiences, enabling them to rise and shine, uncovering their true potential at every step.

We invite you to explore the extraordinary world of Fountains High School. Discover the incredible stories, endless possibilities, and inspiring futures that await our students and staff. To embark on this exhilarating adventure with us, visit our websites for further insights:

<https://www.fountains-high.staffs.sch.uk/>

Join us as we nurture kind hearts, wise minds, and brave souls, and together, let's paint the canvas of boundless potential and success.

## The advertisement

**Job Title:** Post-16 Class Teacher

**Locations:** Fountains High School Post-16 Provision at Burton and South Derbyshire College, Burton upon Trent, DE14 3RL

**Grade/Scale:** MPS/UPS +SEN1 £30,000 to £46,525 +£2,539 (Pending Teachers' Pay Award 2024-25)

**Start date:** ASAP/January 2025

**Contract:** Full-Time Teacher

Fountains High School is more than just a place of learning; it's an extraordinary journey. In the heart of Stretton, Burton Upon Trent, we are a beacon of innovation within the Esteem Multi Academy Trust.

We don't just educate; we create rich and exhilarating learning experiences that set the stage for our students' success. Now, we're on the lookout for a dynamic teacher who is ready to ignite the potential of our remarkable students spanning key stages 3, 4, and 5. This is your opportunity to be a catalyst for lasting impact, happiness, and success in the lives of our learners.

As part of our team, you'll help craft an educational journey that goes beyond the conventional. You'll shape the curriculum and infuse it with experiential learning, ensuring our students reach for the stars. From Engagement to GCSEs, our students encompass a wide spectrum of abilities, and they thirst for knowledge, skills and experience. They deserve someone who can captivate and inspire them, ensuring exceptional progress from their unique starting points.

Under the guidance of the leadership team, you'll find a supportive environment, where experience with special educational needs is a plus but not a necessity, as we're experts in creating experts. We welcome applications from early careers teachers, too.

Join us on this adventure, and you'll enjoy benefits that include the Teachers' Pension Scheme, access to the Westfield Health wellbeing service, and a personalised and comprehensive CPD offering. Make a difference in a place where learning knows no bounds.

For further information, please contact Vicki Broad, School Business Manager, on 01283 247580 via email at [vbroad@fountains.staffs.sch.uk](mailto:vbroad@fountains.staffs.sch.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: 18 October 2024 (23:59)**

**Interview date: W/C 21 October 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: Teacher

### Esteem Multi-Academy Trust

<b>Post Title</b>	Teacher
<b>Location</b>	Burton and South Derbyshire College, DE14 3RL
<b>Purpose</b>	<ul style="list-style-type: none"> <li>This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.</li> <li>To make a major contribution to the successful teaching and learning opportunities offered at Fountains High School.</li> </ul>
<b>Reporting to:</b>	Senior Leadership Team
<b>Responsible for:</b>	<ul style="list-style-type: none"> <li>Teaching an adapted curriculum to children aged 11-19 years. The successful candidate will have their specialism taken into consideration and may also be required to teach a range of subjects including English and Maths up to Level 1.</li> </ul>
<b>Liaising with:</b>	Senior Leadership Team
<b>Working Time:</b>	Full-time Teacher
<b>Salary/Grade:</b>	MPS/UPS +SEN1 Actual Salary £30,000 to £46,525 +£2,539
<b>Disclosure level</b>	Enhanced
<b>PRINCIPLE RESPONSIBILITIES</b>	
<b>To Achieve the Above</b>	<ol style="list-style-type: none"> <li><b>Responsibilities</b> <ol style="list-style-type: none"> <li>To implement the curriculum in accordance with the school's philosophy and policies.</li> <li>To be responsible for planning, evaluation, assessment and reporting of the teaching and learning of pupils, including annual reporting of special educational needs, in accordance with the schools and LA's practices and policies.</li> <li>To teach groups of pupils in all areas of the school and community as required.</li> <li>To lead teaching and learning within the school in specific areas as designated by the Head of School</li> <li>To have pastoral responsibility for a group of pupils if allocated by the Head of School.</li> <li>To work in close partnership with parents.</li> </ol> </li> </ol>



	<p>1.7. To ensure in all teaching situations the collaborative nature of working between non-teaching staff, support services and parents.</p> <p>1.8. To maintain an inclusive and orderly learning environment through the effective management of resources, lesson planning and positive behaviour support.</p> <p>1.9. Attend meetings as appropriate related to school development, pupils and curriculum.</p> <p>1.10. Play an active role in own performance management and professional development including taking actions agreed at review meetings.</p> <p><b>2. Organisation</b></p> <p>2.1 To organise appropriate work for all the pupils in consultation with colleagues.</p> <p>2.2 To supervise the work of teaching staff and non-teaching staff and support them in the organisation and implementation of appropriate work with the pupils.</p> <p>2.3 To maintain records of assessment and collect appropriate data, pupil education programmes and plans, risk assessments and positive behaviour records as required by the school.</p> <p>2.4 To be involved in planning activities and use of resources alongside other team members.</p> <p><b>3. Links</b></p> <p>3.1 To attend regular review meetings with parents.</p> <p>3.2 To promote the ethos of integrated working by liaison with a range of professionals as required.</p> <p>3.3 To take part in in-service training and maintain professional development and review as required.</p> <p><b>4. General</b></p> <p>4.1 To be familiar with the relevant LA policies e.g., equal opportunities, anti-racism, inclusion, and anti-sexism and explore ways of putting them into practice in school.</p> <p>4.2 To be familiar with relevant whole-school policies and implement them within the school.</p> <p>4.3 To undertake other reasonable duties and responsibilities as may be determined in consultation with the Executive Headteacher and the Head of School.</p>
<p><b>Other Generic Responsibilities:</b></p>	<ul style="list-style-type: none"> <li>• Represent and promote the ethos and values of Esteem Multi-Academy Trust</li> <li>• To take and be accountable for all decisions made within the parameters of the job description</li> <li>• Participate in performance management and training and activities that contribute to personal and professional development.</li> </ul>

	<ul style="list-style-type: none"> <li>• Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities</li> <li>• Provide a high standard of customer service in all dealings internal and external to the MAT</li> <li>• Whilst every effort has been made to explain the main duties and responsibilities of the post, each task undertaken may not be identified.</li> <li>• Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description</li> <li>• 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</li> </ul>
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## Person Specification: Teacher

<b>PERSONAL QUALITIES</b>		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Passion for inclusive education</li> <li>• Ability to show initiative</li> <li>• Resilient, patient and empathetic</li> <li>• Flexible and with the ability to 'think on your feet'</li> <li>• Excellent communicator who works well in a team</li> <li>• Innovative and creative</li> </ul>
<b>QUALIFICATIONS AND EXPERIENCE</b>		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• QTS or QTLS status</li> <li>• Experience in teaching through a cross-curricular approach</li> <li>• Evidence of relevant training within the past 2 years</li> <li>• A commitment to undertake further relevant training</li> <li>• Knowledge of appropriate behaviour management techniques for children and young people with SEN, communication difficulties and challenging behaviours</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Experience in teaching ICT, Literacy and Numeracy</li> <li>• Experience teaching SEN children in a mainstream class/special school setting</li> <li>• Demonstrate a clear understanding of equal opportunities, particularly issues relating to special needs</li> <li>• Experience working with pupils with a range of needs including SLD/MLD/ASC/PMLD</li> </ul>
<b>KNOWLEDGE AND ABILITIES</b>		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Knowledge of teachers' standards</li> <li>• Knowledge of how to adapt the national curriculum to suit the learners' needs</li> <li>• A working knowledge of the secondary curriculum</li> <li>• Ability to work and plan as part of a team</li> <li>• An ability to personalise the curriculum for all pupils</li> <li>• Ability to manage support staff in the classroom</li> <li>• Ability to use a range of different teaching styles and strategies appropriately</li> <li>• Safeguarding and Child Protection Awareness</li> <li>• Communicate professionally and confidently with colleagues, other professionals and families</li> <li>• Ability to contribute effectively to school self-review</li> <li>• Knowledge of the EHCP review process</li> <li>• Proven ability to work on own initiative, be well organised, prioritise effectively and achieve results against deadlines</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Be an innovative and creative thinker</li> <li>• Be a team player with a good sense of humour</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent communication skills – tactful, patient and sensitive</li> <li>• Having a working knowledge of formative and summative assessment for pupils with Special Needs</li> </ul>
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## 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 so 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, and academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant’s health and physical capacity are 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 a 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 that will match your skills and experience against the criteria in the Person Specification. You will be selected for an 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 before the interview. Any relevant issues arising from references will be discussed at the interview.

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

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