



TEACHER (Primary Specialist)

GRADE: MPS/UPS

ACTUAL SALARY: £30,000 - £46,525

CONTRACT: 32.5 hours per week, all year round

START DATE: ASAP

CANDIDATE INFORMATION PACK



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 pupils 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 pupils 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 pupil.

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 thirteen special, alternative provision and mainstream primary academies based in the East and West Midlands. Many of our pupils 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 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; 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:

1. We will provide an ambitious, inspirational, bespoke education, setting the foundation for the future and ensuring our young people are ready for the world.
2. We will deliver high standards and value for money from our support services, resources, estate and technology.
3. 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 pupils and the community that each school serves. It is therefore important to us that our pupils 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 pupils. 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

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 pupils 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

The Advertisement

Job Title: Teacher (Primary Specialism)

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

Grade/Scale: Main/Upper Pay Scale £30,000 - £46,525

Start date: ASAP/September 2024

Contract: 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 50 places for secondary pupils aged 11-16. DPA was initially a standalone Free School Academy before recently opting to join Esteem MAT.

We are eager to appoint a Teacher with Primary experience to provide effective and efficient teaching to pupils across the curriculum within Derby Pride Academy.

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

You will have excellent organisation and communication skills with experience in managing challenging behaviours from students and supporting a positive learning environment. The successful candidate will be formally accountable to the Behaviour Manager, School Business Manager, and Headteacher.

Benefits include: Teachers' Pension Scheme, Westfield Health membership and free parking.

For further information, please contact Rachael Locker, Administration/Exams Officer, via email 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: 06 May 2024 (23:59)

Interview date: WC 13 May 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 (Primary)

Esteem Multi-Academy Trust

Post Title:	Class Teacher (Primary Specialist)
Location:	Derby Pride Academy, 20 Orient Way, Pride Park, Derby DE24 8BY
Purpose:	<p><i>This job description should be read alongside the range of duties of teachers set out in the annual School Teachers' Pay and Conditions Document.</i></p> <ul style="list-style-type: none"> To teach and provide wider pastoral support to a cohort of vulnerable KS3 students who require a 'nurture' type approach to support their social, emotional, and mental health issues which are currently a barrier to their education. To re-engage the above students with a specialist, primary type curriculum that will address their learning needs/deficits and increase their readiness for re-integration back into mainstream education. To carry out such other associated duties as are assigned by the Headteacher or Leadership Team
Reporting to:	Headteacher
Responsible for:	KS3 mixed ability class Whole class teaching based on NC age related expectations
Liaising with:	Headteacher, Leadership Team, Parents or Carers
Working Time:	Full time teacher
Salary/Grade:	MPS/UPS £30,000 - £46,525
Disclosure level	Enhanced
PRINCIPLE RESPONSIBILITIES	

<p>To Achieve the Above</p>	<p><u>Main Purpose</u></p> <ul style="list-style-type: none"> • Plan and implement an appropriate and relevant curriculum to meet the needs of our students who are potentially at risk of permanent exclusion from local commissioning schools • Design medium-term plans for all required subjects to ensure the sequenced and coherent delivery of the primary curriculum. • Have excellent subject knowledge of the primary curriculum. • Have significant experience and skill in the teaching of phonics and early reading to improve the reading of the students in the cohort. • Deliver engaging and inspiring lessons that will engender a 'love of learning'. • Increase pupil readiness for re-integration to mainstream education where possible or for next destination • Manage and seek to improve student behaviour including their ability to manage and improve their own dysregulation. • Understand trauma informed practise, the impact of ACES on young people and the use of a variety of ways to support young people such as embedded Thrive approaches, emotion coaching and zones of regulation. • Safeguard students to the highest standard at all times. • Be responsible for the planning, evaluation, assessment, and reporting of student achievement, including the writing of annual reports and annual review reports for students with special educational needs, in accordance with the schools and LA's practices and policies. • Teach groups of students within the school community as necessary. • Lead teaching and learning within the school in a specific area of responsibility as designated by the Leadership Team • Have pastoral responsibility for a group of pupils allocated by the leadership team. • Work in close partnership with parents and carers understanding that they are often the 'expert' regarding their child's needs. • Ensure in all teaching situations the collaborative nature of working between non-teaching staff, support services and parents. • Maintain an inclusive and orderly learning environment through the effective management of resources, lesson planning and positive behaviour support according to school and trust policies. • Play an active role in own performance management and professional development including taking actions agreed at review meetings and
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	<p>engaging in the professional learning opportunities offered by the school, trust and wider sector.</p> <p><u>Organisation</u></p> <ul style="list-style-type: none"> • To organise appropriate work for all the students in consultation with colleagues. • To work alongside non-teaching staff and support them in the organisation and implementation of appropriate work for the students. • To maintain records of assessment and collect appropriate data e.g. for student individual education programmes and plans, risk assessments and positive behaviour records as required by the leadership team. • To be involved in planning activities and use of resources alongside other team members. <p><u>Links</u></p> <ul style="list-style-type: none"> • To attend regular review meetings with parents. • To promote the ethos of integrated working by liaison with a range of professionals as required. • To take part in in-services training and maintain professional development and review as required. <p><u>General</u></p> <ul style="list-style-type: none"> • To be familiar with the relevant policies e.g. equal opportunities, anti-racism, inclusion, anti-sexism and explore ways of putting them into practice in school. • To be familiar with relevant whole school policies and implement within school. • To undertake other reasonable duties and responsibilities as may be determined in consultation with the Headteacher and Leadership Team
Other Generic Responsibilities:	
<ul style="list-style-type: none"> • 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, training, and activities that contribute to personal and professional development. • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities • Provide a high standard of customer service in all dealings internal and external to the MAT • 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 a manager to undertake work of a similar level that is not specified in this job description • 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 	
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.</p>	

Person Specification: Teacher (Primary) Esteem Multi-Academy Trust

Essential	Evidence
Hold QTS	A
Be an Outstanding Classroom Practitioner	A, I
Experience of working with pupils with SMEH and SEND	A, I
Experience of teaching the whole primary curriculum	A, I
Have the ability to develop curriculum subjects	A, I
Have experience of teaching Literacy, Numeracy and Phonics and early reading	A, I
A proven ability to adapt the curriculum for all pupils	A, I
Experience of working with challenging and vulnerable young people including those with complex emotional, social and behavioural needs	A, I
Ability to work and plan individually and as part of a team	A, I
Ability to manage support staff in the classroom	A, I,
Have a working knowledge of formative and summative assessment for all students including those with SEND	A, I
An innovative and creative thinker who feels confident teaching outside of 'the box'	A, I
A team player with a good sense of humour	A, I, R
Excellent Communication skills – tactful, patient, and sensitive	A, I, R
Demonstrate a clear understanding of equal opportunities and inclusion	A, R
Desirable	
Experience of Thrive and nurture approaches to supporting vulnerable young people with SEMH	A, I, R

A – Application

I – Interview

R - References

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 2023' 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. Online checks will be completed prior to formal interview in line with safer recruitment guidance.

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

The application process is via an online application form which can be completed on our vacancies portal: <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 UK General Data Protection Regulations (UK GDPR) guidelines.

References will be sought for shortlisted candidates and we may approach previous employers for information to verify experience or qualifications prior to interview. Online checks will also be completed prior to formal interview in line with safer recruitment guidance. Any relevant issues arising from references or online checks will be discussed at interview.

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