



## Science & PSHE Teacher

**GRADE: MPS/UPS**

**ACTUAL SALARY: £28,000 - £43,685 (Pending Teachers' Pay Award 2023-4)**

**CONTRACT: 32.5 hours per week, AYR**

**START DATE: January 2024**

## CANDIDATE INFORMATION PACK



## What's 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
- Welcome from the Headteacher
- About Derby Pride Academy
- 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). This Science & PSHE Teacher position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very exciting time.

We are eager to appoint a dedicated practitioner who is passionate about enabling our students to access educational opportunities via an individualised curriculum, and, as much as possible, enabling and supporting them to be active citizens in the wider community.

If you think you've got what we're looking for, we look forward to receiving your application for consideration.

For further information, please contact Rachael Locker, Administration/Exams Officer, on 01283 550667 or via email to [r.locker@derbyprideacademy.co.uk](mailto:r.locker@derbyprideacademy.co.uk).

I wish you well in your application.

Yours faithfully



Julian Scholefield  
Chief Executive Officer

## About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust currently comprises of twelve academies throughout Derbyshire, Derby City, and east Staffordshire. Formed by a group of like-minded school leaders in August 2018, the MAT is currently responsible for the education and care of approximately 1,200 students and employs around 750 staff. The total revenue budget for the MAT is approximately £27 million and plans are in place to expand further.

Esteem Multi-Academy Trust includes 7 special schools, 4 alternative provision academies and a mainstream infant and nursery school with an enhanced resource provision educating young people with autism and learning disabilities. We wish to grow further to fulfil our vision to become a centre of excellence for special educational needs and disabilities (SEND) in the midlands. We have a well-defined set of values and a clear vision for the MAT to become a regional hub for expertise in SEND and inclusion. We share a collaborative ethos, believing that we can achieve more for our pupils as a collective group of schools than we could separately. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

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

As a group of academies working together, we can share and deliver better practice. We will be able to commission health, care and therapy services in a fully 'joined-up' way.

## Welcome from the Headteacher



Dear applicant,

Thank you for your interest in the post of Science & PSHE Teacher at Derby Pride Academy. It is with great pride that I welcome you to our schools. There is something very special about Derby Pride Academy, South Derbyshire Support Centre, and Fountains High

School, and we are incredibly proud of our unique students, supportive parents, inspirational staff and forward-thinking governors, where we all work together to make our environment a safe, happy and fun place to learn and prepare for adulthood.

We provide our students with a chance to engage in education whilst they prepare to regain a mainstream school, or specialist SEN place; students may find alternative placements supported by the academy or develop a range of skills to prepare them for employment, apprenticeship or other study routes beyond 16.

Take some time to have a look around our website, or better still, arrange a visit to see us in person.

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 15 October 2023 at 23:59.

Interviews will be held on 23 October 2023. I look forward to meeting you.

Kind regards

**Mr Gareth Allen**

**Executive Headteacher**

**Fountains High School, South Derbyshire Support Centre and Derby Pride Academy**

## About Derby Pride Academy

Derby Pride Academy works to engage and sustain learning for vulnerable and challenging young people. We work with our students to improve their attainment, behaviour, attendance, self-esteem, and confidence whilst providing skills to support development as responsible members of the community; we raise expectations and contribute to the well-being and cohesion of the community we serve.

We believe that provision based on teaching young people how to achieve in core subjects, in managing personal behaviours and in developing employability skills is vital to success.

We deliver Alternative Provision which recognises that students are all individuals with different strengths and weaknesses, acknowledging that mainstream education is not for everyone.

We provide our students with a chance to engage in education whilst they prepare to regain a mainstream school, or specialist SEN place; students may find alternative placements supported by the academy or develop a range of skills to prepare them for employment, apprenticeship or other study routes beyond 16.

Further information about our academies can be found on the websites at:

<https://www.esteemmat.co.uk/>  
<https://www.derbyprideacademy.org.uk/>

## Advertisement

**Job Title:** Science & PSHE Teacher

**Location:** Derby Pride Academy, Orient Way, Derby DE24 8BY

**Grade:** MPS/UPS £28,000 - £43,685

**Start date:** January 2024

**Contract:** 32.5 hours per week, all year round

We are seeking an outstanding class teacher with previous experience of teaching students in a secondary or an alternative provision. The candidate should have experience of appropriate management techniques for young people with SEMH, communication difficulties and challenging behaviour.

Reporting directly to the Headteacher and Senior Leadership Team.

The ideal candidate will be calm and understanding, patient and able to work with students of 11–16-year-olds.

Within a safe, structured and predictable environment, we deliver a personalised curriculum. We teach the full range of national curriculum subjects and support students to develop independence, confidence and life skills. We strive to enable our students to participate fully in experiences both in school and in the wider community, to help them make informed life choices.

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

For further information, please contact Rachael Locker, Administration/Exams Officer, via email [info@derbyprideacademy.co.uk](mailto:info@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: 15 October 2023 (23:59)**

**Interview date: 23 October 2023**

**Derby Pride Academy reserves the right to close this advertisement early upon suitable application**

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: Science & PSHE Teacher

<b>Post Title:</b>		Class Teacher (Science & PSHE)
<b>Location:</b>		Derby Pride Academy
<b>Purpose:</b>		Education to the highest of standards in an alternative provision
<b>Reporting to:</b>		Headteacher
<b>Responsible for:</b>		Pupils and Support Staff
<b>Liaising with:</b>		<ul style="list-style-type: none"> <li>• Pupils</li> <li>• Staff</li> <li>• Parents</li> <li>• Headteacher/Senior Leadership Team/School Business Manager</li> </ul>
<b>Working Time:</b>		Monday – Friday 6.5 hours per day
<b>Salary/Grade:</b>		MPS/UPS £28,000 - £43,685
<b>Disclosure level</b>		Enhanced DBS Clearance
<b>PRINCIPLE RESPONSIBILITIES</b>		
<b>To Achieve the Above</b>		<ul style="list-style-type: none"> <li>• Required to carry out duties of a School Teacher as set out in the School Teachers' Pay and Conditions Document 2019</li> <li>• Required to carry out such particular as prescribed by the School Teachers' Pay and Conditions Document 2019, Part 7 sections 50.0 to 52.1. Your professional conduct is governed by the Teacher Standards – Annex 1 of the School Teacher Pay Conditions Document 2019. Your ongoing appraisal of performance will assess you against these standards</li> <li>• Attending training opportunities as necessary (i.e. First Aid, Safeguarding)</li> <li>• Work in a professional manner and with integrity and maintain confidentiality of records and information</li> <li>• Maintain up to date knowledge in line with national changes and legislation as appropriate to the role</li> <li>• Be aware of and comply with all Trust policies including in particular Health and Safety and Safeguarding</li> <li>• Participate in the Trust Appraisal process and undertake professional development as required</li> </ul>



		<ul style="list-style-type: none"> <li>• Working jointly within a team with good communication skills</li> <li>• Able to work on own initiative, and at a good pace</li> <li>• Have an 'Eye for detail'</li> <li>• Have a flexible approach</li> <li>• Work with pupils in an alternative provision</li> <li>• Promote parental interest and understanding</li> <li>• Liaise with other schools and agencies</li> <li>• Support actively the school ethos of care and commitment to the achievement of all students</li> <li>• Coordinate subjects as specified across the whole school paying regard to individual needs and the life skill aspects of this curriculum area</li> <li>• Promote the accreditation with appropriate qualifications the achievements of all students in specified subject</li> <li>• Review and implement KS3/4 accreditation schemes for subjects as specified annually or as required if needed more frequently</li> <li>• Liaise and support non specialist staff</li> <li>• Undertake a tutorial role and responsibilities including annual review meetings</li> <li>• You may be asked to perform any other duty in line with the School Teachers Pay and Conditions Document at the Head Teacher's request</li> </ul>
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**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 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

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.

## Person Specification: Science & PSHE Teacher

QUALIFICATIONS AND EXPERIENCE, KNOWLEDGE AND ABILITIES		
<b>Essential</b>		<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Educated to degree level</li> <li>• Evidence of further professional development</li> <li>• Understanding of current good practice across the school</li> <li>• Takes responsibility and accountability</li> <li>• Able to lead and collaborate with other professionals</li> <li>• Able to plan, organise, model and resource an outstanding and stimulating environment for individual pupils and groups to deliver, evaluate and assess learning</li> <li>• Able to form positive relationships to help students succeed</li> <li>• Experience of appropriate management techniques for young people with challenging behaviour, communication difficulties and SEMH</li> </ul> <p>Personal Qualities:</p> <ul style="list-style-type: none"> <li>• Committed to the needs of the pupils, parents and other stakeholders</li> <li>• Demonstrates a “can do” attitude and help and encourage others to achieve expectations</li> <li>• Acts with pace and urgency being energetic, enthusiastic and decisive</li> <li>• Communicates effectively</li> <li>• A teacher with a flexible approach to work, who enjoys being a good team member</li> <li>• Must have good communication skills, both orally and in writing</li> <li>• Ability to inspire and challenge others</li> <li>• To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• To have worked with pupils in an alternative provision or challenging environment</li> <li>• Good understanding of what constitutes an outstanding curriculum</li> <li>• Have a sound understanding of how assessment and data support school improvement and the drive for high standards</li> <li>• Good knowledge of the relevant legislation and guidance within the education sector</li> <li>• May be able to demonstrate experience of effecting change in teaching and learning at class, phase or whole school level</li> </ul>
This person specification 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.		

## 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 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.

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.

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