



Careers at SHARE Multi- Academy Trust

SENDCo

Royds Hall, A SHARE Academy

Application Pack

Valuing People, Supporting Personal Best



Welcome to **SHARE Multi-Academy Trust**, a supportive and close-knit family partnership of eight academies across West Yorkshire, and a Teaching School Hub.



At SHARE, we are committed to delivering strong educational standards within our academies and providing our people with excellent careers. This is all underpinned by an unwavering commitment to our vision of *Valuing People, and Supporting Personal Best*.

I believe our role as educators is to help children and young adults to instil a desire to learn, to overcome barriers to success, and to encourage an ambition to achieve. To reach this standard, we must first deliver for our people and ensure they feel valued, listened to and have a strong sense of belonging. In turn, our colleagues, pupils, and society all benefit enormously.

Two of our guiding principles are that 'quality is our driving force', and 'teams drive success'. We know that recruiting and retaining an outstanding workforce is fundamental to achieving our aims. We therefore make it our mission to ensure every colleague within the trust has access to exceptional training and personal development opportunities, alongside a positive teaching environment, clear and ambitious progression pathways, and highly competitive packages.

We are also committed to sharing best practice across our trust, creating networks for colleagues to learn from one another, and fostering a learning environment and workplace where everyone feels supported and inspired, and can truly thrive. As a result, we are proud to be an employer of choice.

Thank you for your interest in our academies and trust. I hope you will consider joining us as we continue to deliver the very best education for our pupils. Whether you are an education practitioner looking to start your journey, or an established professional wanting to bolster your career – we look forward to working together soon.

John McNally

Chief Executive Officer
SHARE Multi-Academy Trust

We must first deliver for our people and ensure they feel valued.

Quality is our driving force



Teams drive success



We are proud to be an employer of choice.

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About our Trust

SHARE Multi-Academy Trust was first established in 2014, and since then, we have built a solid reputation for high standards and strong achievements.

We operate four successful primary academies and four high-performing secondary academies across the region. Our outstanding provision is supported by our Calderdale and Kirklees Teaching School Hub and national training accreditations, which enable us to deliver exemplary training and development opportunities for education practitioners at every stage of their career, from initial training to executive leadership.

Our academies achieve excellent outcomes across the board. This includes academic attainment and school improvement, as well as maintaining exceptionally high standards in all aspects of school life including behaviour and attendance.

As a result of the trust's supportive and inclusive approach, senior leaders invest significant time in supporting positive pupil behaviour and attendance. Our pupils attend well and are positive about learning. In turn, this creates a positive and respectful teaching and learning environment for staff, with teachers able to focus on delivering an excellent education to students without distraction, and with a manageable workload.

Whilst being close-knit, we are ambitious for the future.

We are always looking for additional ways to expand our positive impact, be that by working with new schools on exciting initiatives, or by collaborating with our talented team of staff.

Our aim has long been to be the best trust, not the biggest. Our priority for the future is to keep improving standards, building on our successes, and raising aspirations so we can support even more pupils to achieve even better outcomes.



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Behaviour is excellent, and there are high levels of mutual respect and tolerance amongst pupils and staff.

*Ofsted, 2023**

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*2023 Ofsted report for Thornhill Community Academy, A SHARE Academy

Your Career at SHARE

Our vision of ‘Valuing People, Supporting Personal Best’ underpins everything we do. Central to our work and ability to deliver a transformational education, is our dedication to developing our greatest asset, our staff.

That is why we have an outstanding pledge to teachers and support staff to provide professional development and training opportunities, particularly through our Teaching School Hub. We are committed to investing in our staff, ensuring that they have fulfilling careers and enjoy their jobs every day. This is fundamental to our ability to turn academies around and deliver the very best education to pupils.

We offer a competitive package to all our colleagues.

We have committed to offering our colleagues pay and conditions that are at least as good as those available to colleagues in maintained schools. In practice, we often exceed them. We continue to contribute to the generous Teachers and Local Government Pension Schemes and at least match pay awards agreed or recommended by the Local Government Association and School Teachers’ Pay and Review Body. We use the flexibilities available to us as an academy to enhance our offers where we can.

As well as two generous pension schemes, we also offer employee assistance and wellbeing packages; and flexible and family-friendly policies, such as flexible working, shared parental leave and enhanced maternity, paternity, and adoption entitlement, giving colleagues the control and freedom to work in a way that suits their needs. We offer incremental progression and cost-of-living pay increases, subscribe to local and national discount schemes, and provide exceptional onsite catering facilities.



We work as a collective group of professionals to achieve common goals. Watching new teachers and leaders become established in their roles gives me an immense sense of professional pride, as they help our pupils to achieve excellent outcomes.

Jack Wyatt

*Associate Principal
Shelley College*



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Our Shared Vision and Mission

Our Mission

We believe education is all about people. Our success is measured in how we help our pupils. We can only attain this success by employing talented, committed staff, and working in partnership with our whole academy communities.

Our mission means we endeavour to ensure every one of our pupils and members of staff enjoy coming to our academies, and that all of us try our very best in everything we do. We help everybody, regardless of background or starting point, to gain the knowledge, skills, and habits that lead to happy and successful lives, both now and in the future.

Our Vision

We want to transform education for the better, raising aspirations in diverse communities, increasing knowledge, and developing the skills that children and young people need to make their lives rewarding and successful.

Our vision is for our teachers and staff to continue to choose our academies and our trust as a working environment where, through our high-quality training and progression pathways, they can achieve their career aspirations. Our academies will be the first choice for parents because we provide a safe and nurturing environment, with excellent academic standards and a wealth of opportunities. Our trust will continue to be a well-regarded family network where other schools choose to join us, benefiting from strong support services, collaboration, and best practice sharing.

“ We live by our vision of 'Valuing people, Supporting personal best', bringing this to life in everything we do. We are all part of a family that has high expectations and a strong moral compass ”

Jenny Carr
*Executive Principal and
Headteacher, Royds Hall*

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Our Guiding Principles



We have a clear and ambitious strategy as a trust, so that we can ensure we collectively fulfil our overarching vision and mission. This is built upon our guiding principles, with distinct goals and objectives linked to accountability and performance measures.



Academies



Our secondary academies



Our primary academies

Click below to select the location of the vacancy you are interested in to find out more.



**Most recent Ofsted prior to academisation in 2022*

Our Outcomes

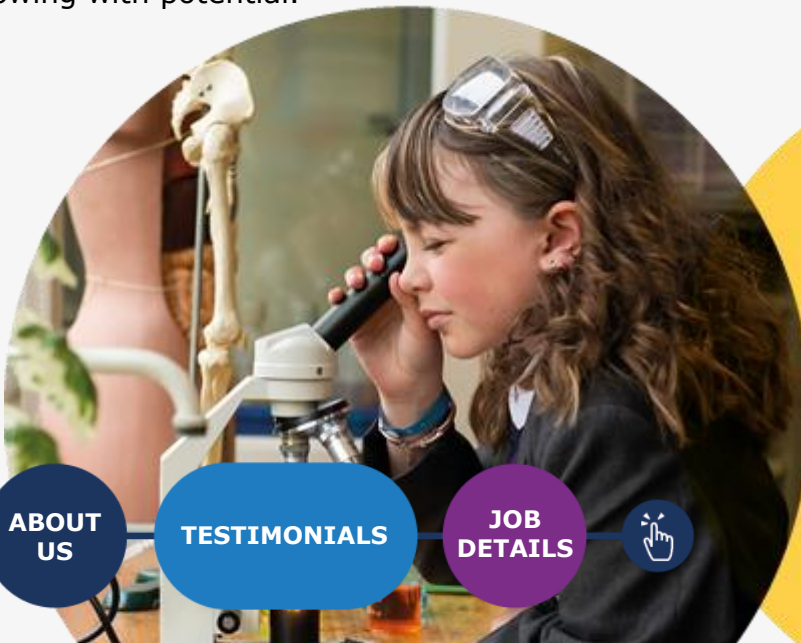
At SHARE, we are proud of the high standards and expectations we set and uphold, across the board. Consequently, we consistently surpass both national and regional school results. Our academies consistently secure excellent academic outcomes, with achievement levels being amongst the highest in our region.

Supported by robust, well-resourced, and accountable improvement plans, we have a proven track record of significantly improving our academies, as reflected in national performance measures and our strong Ofsted outcomes.

Through our broad curriculum, first-class careers education and guidance, and our wide-ranging enrichment offer, we successfully prepare our young people for life beyond the classroom. We ensure no child is left behind, and do so by fostering a safe, inclusive, and nurturing environment where all barriers can be overcome.

We remain committed to developing our staff, who are our greatest asset in achieving our mission.

Alongside our successful Teaching School Hub and training accreditations, we take great pride in one another's individual successes. Many of our most senior leaders have progressed through the routes. That includes the countless colleagues who have enjoyed varied, rewarding, and long careers with our academies and trust, as well as those who are just starting on their journey and are glowing with potential.



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What our colleagues say



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Since joining SHARE as an RQT, the trust has always supported me in my career, giving me ample opportunity to develop and demonstrate my skills, whether through official training courses such as the National Professional Qualification (NPQ) or by offering opportunities to deliver CPD and build leadership skills.

My career progression at SHARE has been rapid thanks to the encouragement of leaders. With every role I have applied for, or training opportunity considered, leaders have always been approachable, supportive, and encouraged these conversations.

There are regular opportunities within the trust to try new things and gain experience in areas that interest us. **I am really glad I joined Share MAT because the culture of recognition, support, and celebration gave me the confidence I needed to chase my career goals.**

Lewis Day

Trust Improvement Leader (Personal Development); PSHE Leader; Teacher of English at Shelley College

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The care and support that has been provided during my time with the trust has not only allowed me to help make a difference to young people's lives but it has **enabled me to excel in a fantastic career and in a role which is so fulfilling.** It has been life changing!

Melanie Delaney-Hudson

Assistant Headteacher (SEND and Inclusion), Thornhill Community Academy

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What our colleagues say



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Alongside being part of the central trust team, **I enjoy getting the chance to meet and work with other colleagues across the trust.** I started as an apprentice and every year SHARE has helped me to progress further, either by supporting me with professional development in the form of external or internal training, which constantly bridges the gap to progress onto the next level when the opportunity arises.

”

Kieran Miller-Walker
Finance Officer, SHARE
Multi-Academy Trust



“

As Phase Leader, I am pleased to be able to support other teachers with passion and excitement to help them lay the foundations that mean pupils thrive throughout their educational journey.

Being a part of the Share MAT family, means there is always a vast amount of knowledge, guidance and support available. The trust annual training day on the first day back really makes you feel like part of a team, with common goals to provide a unique learning journey for all children.

Ben Modeste
Phase Leader of Lower Key Stage 2,
Luck Lane Primary School

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First-class careers, through bespoke training and support

Our success as a trust depends entirely on our colleagues who are the bedrock of all we do. That's why we're determined to recruit and retain the best staff by offering first-class training and support, alongside highly competitive packages.

Across the trust, we pledge to deliver outstanding professional development and training opportunities that are bespoke for our teaching and support staff. We support colleagues through ongoing training, coaching, and mentoring using the latest evidence-based research, to strengthen their expertise.

Alongside career pathways carved out for our support staff, we similarly offer a variety of progression and promotion routes for teachers. In addition to the traditional progression journey, we deliver a full suite of specialist and leadership National Professional Qualifications (NPQs), offer Lead Practitioner positions for those with classroom-based preferences, alongside middle and senior leadership training programmes for new and aspiring leaders. With additional development opportunities for staff including research projects, subject enhancement training, and access to The National College online development platform, we are dedicated to supporting our staff to develop and grow as educators.

We also champion cross-trust collaboration and best practice sharing, maximising the opportunities and expertise available across our schools. All colleagues are encouraged to meet regularly, including through various forums where they can discuss ideas, and share experiences and resources.

We are committed to protecting our staff's wellbeing by providing the support, guidance, and training needed to achieve the highest standards they are capable of.

Just as we encourage our pupils to achieve their personal best, we want the same for our staff, with colleagues having their own personal development plans.



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Endless opportunities through our **Teaching School Hub and Training Accreditations**



Our commitment to professional development and raising opportunities and aspirations in the communities we serve and beyond, is best reflected through our Teaching School Hub and Training Accreditations.

We are immensely proud to be the Teaching School Hub for Calderdale and Kirklees, enabling us to connect with, shape, and inspire teachers and practitioners of the future.

Through our Teaching School Hub and training platforms, we induct Early Career Teachers (ECTs) into the profession through an outstanding Initial Teacher Training programme. All our academies similarly play an important role in supporting trainee teacher placements through the Hub and with other local trainee teacher providers. We also offer a full suite of specialist and leadership NPQs through the Hub, including for staff themselves to facilitate Early Career and NPQ frameworks.

Since its launch, we are delighted that 1,000 new teachers have progressed or are progressing through our Early Careers Framework Course, with over 600 studying NPQs. We also continue to provide the Appropriate Body Service for nearly 500 new teachers.

Having the Hub as a central part of our trust family means it continually informs our approach to staff development and how we can enhance our training based on learnings and insights. It has also shaped our approach in recognising that development is a long-term, meaningful investment in our colleagues and therefore our pupils.

Since the launch of the hub...

1,000 teachers
have progressed or are progressing through
the **Early Career Framework**

600 teachers
are studying
NPQs

500 teachers
using our
Appropriate Body Service

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JOB ADVERT

Job title:

SENDCo

Academy:

Royds Hall, A SHARE Academy

Headteacher:

Jenny Carr, Executive Headteacher

Section:

Royds Hall

Reporting to:

Assistant Headteacher

Contract type:

Permanent **Fixed Term**

Time commitment:

Full-time

Band/Range:

MPS/UPS

Further salary information:

SEN 2 + TLR 1A



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JOB ADVERT

Academy information:

Royds Hall is a small secondary school that achieved a Progress 8 score of 0.2 in 2023. We enjoy strong behaviour for learning and a curriculum that is ambitious for all and well sequenced. Staff wellbeing is central to our vision of 'valuing people, supporting personal best'. Visitors and staff regularly share that the school is warm and supportive with high expectations for all.

We also offer pupils a wealth of extended learning opportunities from; Royds Hall Scholars, Duke of Edinburgh, debating society, Steam Lab to knitting for fun. The PE department support our pupils to represent the school in a wide range of sports including Basketball, Netball and Athletics. We take part in the annual Speakers' Trust event and have been successful in reaching the final in recent years. Pupils gain from a wealth of opportunities offered including leadership opportunities in every year group. In 2023, 100% of pupils took part in an extended learning opportunity. A strong belief exists that offering a wide range of extended learning opportunities ignites pupil interests and allows them uncover skills and abilities that support their sense of achievement and happiness in school and into adulthood. We believe that every child can succeed and it is our privilege to provide them the opportunities to identify their talents and their future dreams and aspirations.

"We are delighted to officially announce that the inspection team rated Royds Hall a Share Academy as a 'Good' school. We are exceptionally proud of what our staff and pupils have achieved in the last five years. Whilst the outcome doesn't change the way we work, it provides further evidence of the very positive journey of improvement we are on. We will continue to focus on what matters for our pupils and community and ensure that our pupils leave school fully equipped with the life skills, experiences and educational outcomes to enjoy a happy and successful future." – May 2023

Royds Hall is a wonderful place to work, where you will have the opportunity to make a difference every single day.

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JOB ADVERT

We are looking to recruit:

Our trust is determined to overcome disadvantage and we place a strong inclusion offer at the heart of this goal. We are now seeking somebody to help lead our SEND provision at Royds Hall, to provide exceptional levels of support and achievement. Our definition of achievement goes well beyond academic results – we want all our pupils to be happy and successful for life.

Our ideal candidate will be someone with a keen interest in ensuring that all pupils, regardless of need are able to be successful young people and leave school with a wide range of experiences and success in all its forms. You should have a good understanding of how to support colleagues, to get the best out of all children and young people. You will lead special education needs across the school and advise members of staff on how to get the best out of children with additional needs. This is an excellent opportunity to shape the quality of provision for pupils across a group of schools and change lives for the better.

We are committed to developing our colleagues. As the Teaching School Hub for Calderdale and Kirklees, we think it is vitally important to invest in our staff through training, coaching and career development opportunities. You will be given lots of responsibility, but this will be matched with outstanding support from caring colleagues, who are committed to our belief in 'Valuing People, Supporting Personal Best'.

The ideal candidate will:

- be educated to degree level with QTS;
- be familiar with the SEND Code of Practice and the latest KCSIE;
- be able to develop strategies for engaging students, develop the curriculum and secure improvements;
- love encouraging, motivating and inspiring children through the support they give in order to encourage their learning;
- be committed to our ethos that all pupils can achieve at Royds Hall;
- have great references demonstrating they are a suitable candidate, safe to work with children.

For more information, get in touch with:

Rebecca Corcoran, PA to Headteacher at royds.recruitment@sharemat.co.uk

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JOB DESCRIPTION

Overall purpose of the role:

- Play a leading role in improving quality first teaching and the provision for pupils with SEND throughout the school.
- Maintain an excellent level of knowledge about current best SEND practices.
- Liaise with other organisations, including the local authority, to provide a knowledgeable perspective of how they can best support the school's pupils and staff.
- Working closely with leaders and other postholders to improve outcomes for pupils with SEND throughout the school.
- Assist in securing the highest education standards for pupils, supporting colleagues to implement best practices.
- Work positively with colleagues, helping to create a safe, nurturing environment for our staff and pupils.

Safeguarding requirements:

This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household. Applicants **MUST** complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.

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JOB DESCRIPTION

Key Outputs:

1. Secure consistently high standards of SEND support in school by introducing and embedding SEND strategies, policies and procedures.
2. Work with the senior leadership team on the strategic development of provision for pupils with SEND.
3. Monitor the quality of the SEND provision and disseminate good practice as appropriate.
4. Provide advice, guidance, and practical strategies to teachers and leaders in our school.
5. Secure high-quality teaching and learning for pupils with SEND, ensuring the effective implementation of Education Health Care Plans, Pupil Support Plans and Individual Education Plans.
6. Successfully deployment staff and resources across the school.
7. Maintain effective systems for identifying SEND and assessing and reviewing SEND provisions.
8. Develop strong relationships and effective working arrangements with school staff.
9. Lead and coordinate CPD on improving the provision for pupils with SEND.
10. Prepare regular reports for school on SEND.
11. Be sympathetic and supportive of the parents and carers of pupils with SEND, ensuring appropriate support and information are supplied.
12. As appropriate, liaise with external agencies, including the Local Authority, to ensure a collaborative approach to Inclusion.
13. Establish effective partnerships with relevant local authorities and encourage the participation of leaders and teachers in SEND networks, which will lead to improved outcomes for pupils.
14. Lead by example, maintaining the highest standards of professional conduct and high levels of visibility in the school.
15. Help to ensure a calm, safe environment where all staff secure the highest standards of pupil conduct and academic achievement.
16. Complete SLT duties, including on-call.

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JOB DESCRIPTION

17. Help create a culture where pupils experience a positive and enriching school life.
18. Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life.
19. Promote positive and respectful relationships and a safe, orderly and inclusive environment across the school community.
20. Ensure a culture of high staff professionalism.
21. Support teachers and SEND staff in establishing a high-performance culture for all pupils.
22. Establish and assist with sustaining high-quality, expert teaching across SEND, built on an evidence-informed understanding of effective teaching and how pupils learn.
23. Ensure high levels of subject expertise underpin teaching and approaches that respect the distinct nature of SEND teaching.
24. Support with ensuring effective use is made of formative assessment.
25. Support the development of high-quality teaching across the school.
26. Ensure valid, reliable and proportionate approaches are used when assessing pupils' knowledge and understanding of the curriculum.
27. Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.

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JOB DESCRIPTION

Dimensions:

- You will line manage the SEND team within the school, i.e. set appraisal targets, support and evaluate performance.

Work/Business contacts:

Internal: Pupils, parents/carers, leaders, teachers, support staff, governors.

External: Department for Education, Local Authorities, External Agencies, Suppliers, Contractors.

Expertise in role required (At selection – Level 1):

ESSENTIAL

- Qualified Teacher Status.
- SENDCo qualification (or studying towards the qualification).
- Degree or equivalent.
- Can demonstrate commitment to an educational vision and values which are in line with those of the trust.
- Successful experience as a school middle equivalent position or a role with similar levels of responsibility and accountability.
- Able to work strategically with a wide range of stakeholders and partners, including external support services, parents and other providers.
- Possess a strong knowledge of SEND/whole school inclusion.
- Highly effective subject teacher, able to model good practice to fellow professionals.
- Strong record in school or subject improvement.
- Experience of successfully coaching others.
- Good understanding of statutory frameworks for schools, such as the SEND Code of Practice and OFSTED handbook.
- Experience of leading teacher professional development, either through formal routes, such as NPQ or ECF facilitation and/or bespoke programmes.
- Able to communicate effectively with different groups, including pupils, parents and staff.
- Up to date knowledge in SEND, including national policy, pedagogy, curriculum, assessment, behaviour management strategies, inspection findings and statutory requirements.
- Can demonstrate an ability to secure the highest standards of teaching and learning, behaviour, pastoral care and outcomes for children and young people.
- Able to secure robust systems for managing resources to maximise impact.
- Possesses a strong understanding of how to keep children safe in education.
- Able to think systematically, to introduce appropriate systems that are well understood by all stakeholders.
- Able to maintain a healthy work-life balance and willing to ask for support when necessary.

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JOB DESCRIPTION

- Willing to work flexible hours to fulfil academy, including occasional evening meetings.
- Knowledge and understanding of key partnerships and processes that meet the needs of children and young people with SEND.
- Positive about working within a multi-academy trust, recognising the advantages partnership and willing to compromise approaches to support the wider success of the organisation.

DESIRABLE

- NPQSL or other similar leadership qualifications
- Experience and knowledge of recognised coaching models or approaches
- Able to demonstrate impact of improvement work, e.g. through performance measures or OFSTED judgements.

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JOB DESCRIPTION

Expertise in role – After initial and advanced development:

Support the professional development of SEND staff, ensuring effective planning, delivery and evaluation consistent with the approaches laid out in the standards for teachers' professional development.

Structure/Department Information:

Assistant Headteacher → SENDCo → SEND members of staff

HOW TO APPLY

Please note that CVs will not be accepted. To apply, please complete an application form on the Every Candidate Portal using the application link below.

Application link:

<https://candidates.every.education/Vacancies/Details?advertKey=ca1dc957-4dce-4cd1-985b-aba62ff17f13>

Closing date:

9am Monday 23rd September 2024

Interview date:

TBC

Share MAT is committed to the Equalities Act 2010 and also to promoting the welfare and safeguarding of children and young people, by adhering to the "Keeping Children Safe in Education" guidance. All staff and volunteers are regularly trained regarding our expectations in keeping our students safe. An enhanced DBS is required for every post. An online search will be undertaken for all shortlisted candidates.

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*Ready to start your career with Share MAT?
Get in touch:*

Visit

roydshall.org

Email

royds.office@sharemat.co.uk

Call

01484 463366

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Visit the trust website **www.sharemat.org**