



Alsop High School



APPLICATION PACK

ACADEMY:	Alsop High School
ROLE:	Teacher (Inclusive Provision)
START DATE:	September 2024
SALARY:	£30,000 - £46,525
GRADE:	MPS - UPS



“I have worked at Alsop High School since 2000, when I started my career in education, as a PE Learning Support Assistant. It was working with such a passionate and enthusiastic staff team that inspired me to complete my PGCE and return as a member of the teaching staff in 2002. I have taken advantage of every opportunity and experience Alsop has offered, which has led me into my current role of Assistant Headteacher.

Alsop is a very special and unique school and our students and families are at the centre of all we do. We ensure everyone has the opportunity to be the very best that they can be, both personally and academically. I am immensely proud to work alongside my amazing colleagues to help shape the generations of families we serve within the school community and beyond”.

Kathy Begley

Assistant Headteacher



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MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Alsop High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of seven schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.



The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in every school Ofsted Inspection.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks
CEO Omega Multi-Academy Trust



JOB DESCRIPTION

Job Title:	Teacher (Inclusive Provision)
Academy:	Alsom High School
Salary:	£30,000 - £46,525
Grade:	MPS - UPS
Accountable to:	Inclusive Provision - Key Stage Lead
Start date:	1st September 2024
Closing date:	Monday 20^hMay at 9am
Contract Type:	Permanent

We are a school on a mission and our mission is clear – to provide the best school experience for every child in our school community so that their life chances are transformed. To support us on this mission, we are seeking to appoint a highly motivated, talented, and inspiring Teacher to join us at Alsop High School.

You will be a committed professional with a passion for inclusion, and the dedication to support and challenge students to achieve excellence. Working as part of our Inclusive Provision, you will bring an innovative and creative approach to engage, inspire and ultimately, make a life-changing difference to a small cohort of young people.

PURPOSE

The role will be based in our on-site Inclusive Provision, comprising 5 classes across the secondary age range. The successful candidate will be expected to work as part of a team, alongside a specialist support worker to deliver a broad and balanced curriculum to a small group of young people, with a maximum of 10 students per class. This position would be suitable for both primary or secondary teachers, with a broad subject knowledge in-keeping with the national curriculum. Experience of teaching in an alternative/specialist provision will be beneficial, but not as important as a commitment to inclusive practice and nurturing principles.

The ideal candidate will be deployed to teach within a specific key stage, and have the passion and enthusiasm, alongside the skills and aspiration, to develop and nurture every child in their care.



Job dimensions

Teaching and Managing Pupil Learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records on Educational Health Care Plans (EHCPs).

Assessment and Evaluation

- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- Understand the demands expected of pupils in relation to the National Curriculum at Key Stages.

Additional Duties

- Contribute to a specific curriculum area within the Inclusive Provision.
- Contribute to the review of policy for the Inclusive Provision.
- Contribute to the production of the Improvement Plan for the Inclusive Provision, as appropriate.
- Liaise with other colleagues, within the Inclusive Provision and in the wider school/Trust, on curriculum planning to ensure a balanced and coherent curriculum is delivered.



Relationship with Parents and the Wider community:

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.
- Taking such part as may be required by the Senior Leaders, in the review, development and management of activities relating to inclusive education within the provision/in the wider school.
- Advise and co-operate with Senior Leaders and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

Managing Resources

- Select and make good use of resources, ICT and other learning resources which enable teaching objectives to be met.

General duties:

- To share in the corporate responsibility for the well-being and discipline of all pupils.
- To maintain positive relationships with the parents and carers of the children.
- To take a full role in the wider life of the school.
- Demonstrate an active contribution to the policies and aspirations of the school.
- To be responsible for your own safety and that of others.
- Demonstrate commitment to, and responsibility for, own professional development.
- Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to their work.
- To promote and safeguard the welfare of children and young persons in accordance with the Safeguarding Children in Education under the provisions of the Education Act 2002 Section 175



The responsibilities above are subject to the general duties and responsibilities contained in the current statement of Teachers' Conditions and Employment. This job description takes into account the recommendations of the roles and responsibilities as outlined in the TTA National Standards as well as the broad guidelines for Subject Leaders. This job description is not necessarily a comprehensive definition of the post and will be subject to modification or amendment at any time after consultation with the post holder. The post-holder will undertake the professional duties of a member of school staff as circumstances may require under the reasonable direction of the Headteacher.



“Beginning my teaching journey in Alsop High School is an experience I am truly grateful for. Having been an Alsop student myself, I have always admired the dedication, hard work, and heart of the staff body. Throughout my training year, I was given the utmost support and felt inspired daily. That inspiration is something I endeavour to share with our students. I aspire to create an environment in which all pupils believe in themselves and encourage them to see what I see in them.

The continued professional development from Alsop and Omega Multi-Academy Trust during my ECT year have been invaluable. I have been encouraged and guided to become a reflective practitioner and undoubtedly, this has had a positive impact on my confidence and classroom presence. My experience since joining Alsop High School has enabled me to see the true heart of our school and I am enjoying the privilege of positively contributing in any way I can.”

Eve McArdle

English Teacher



PERSON SPECIFICATION

Academy: Alsop High School

Job Title: Teacher

You should be able to demonstrate that you meet the following criteria which are all essential

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

QUALIFICATIONS

E	PGCE or teacher-related qualification	A
D	Degree in main subject or SKE	A

KNOWLEDGE AND UNDERSTANDING

D	KS3 National Curriculum	A/I
D	KS4 National Curriculum	A/I
D	KS5 National Curriculum	A/I
D	Assessment	A/I
D	Safeguarding & Health and Safety rules.	A/I

ADDITIONAL FACTORS

E	A commitment to raising achievement across the whole age and ability range	A/I
E	Willingness to be involved in extra-curricular activities	A/I
E	Driven towards achieving results for all	A/I
E	Commitment to developing links with parents and the wider community	A/I



EXPERIENCE		
E	Experience of working in secondary school	A/I
D	Experience of working in a alternative provision setting	A/I
D	Experience of working in a team	A/I
D	Experience of working independently	A/I
D	Familiar with the use of Team Teach/De-escalation techniques	A/I
E	Experience of creating schemes of work/resources	A/I

PERSONAL QUALITIES AND SKILLS		
E	Good communication skills	A/I
E	Good interpersonal skills	A/I
E	Honesty	A/I
E	Team player	A/I
E	Empathy with students/ability to form good relationships	A/I
E	Ability to work effectively with Support Staff who may be assigned to the teaching group	A/I
E	Ability to meet deadlines/manage time	A/I
E	Organisational Skills	A/I
E	ICT literate	A/I
E	Enthusiastic ability to motivate others	A/I
E	Initiative/Problem-solving skills	A/I
E	Willingness to learn new skills and to offer extra-curricular activities	A/I
E	Commitment to the school ethos and aims	A/I

PRE-EMPLOYMENT CHECKS		
E	Positive recommendation from all referees, including current employer	RI
E	DBS Clearance post appointment	N/A



THE SELECTION PROCESS

HOW TO APPLY:

If you wish to apply for this post with Omega Multi-Academy Trust, then you should follow the below steps:

- If you would like to discuss this role with a member of the Senior Leadership Team or organise a visit to our school, then please email office@alsophigh.org.uk with your request and we will coordinate a mutually convenient date and time to visit.
- Download and complete the Omega Multi-Academy Trust application form from our website www.omegamat.co.uk
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Alsop High School. CVs cannot be accepted.
- The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.
- Email completed application forms to recruitment@omegamat.co.uk by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: Monday 20th May at 9am

Start date: September 2024



“From the first minutes of starting my role as pastoral support officer, Team Alsop has always made me feel welcome, valued and supported. In my role, I count myself lucky to be able to forge excellent relationships with the students and their families. The role brings me great job satisfaction in assisting students to become the best, happiest and most successful versions of themselves.

Alsop has always supported me with my own continuing professional development, encouraging me to take part in both whole school and individual projects and this has given me opportunities to further my own knowledge and expertise in my role. I am proud to be part of such a supportive and caring team of staff, who work tirelessly to ensure the students stay at the center of everything we do.”

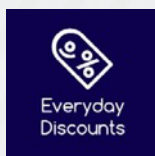
Dave Taylor
Pastoral Support officer



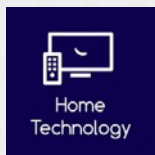
STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK



STAFF WELLBEING & BENEFITS



Online Health Portal

Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



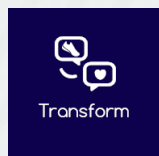
Online GP

Video or phone consultation with a GP at a time that suits you.



Employee Assistance Programme

Legal, money advice and personal support and guidance.



Transform

Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



ALSOP HIGH SCHOOL

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