



Teacher Key Stage 1 & 2 (Maternity Cover)

# Recruitment Pack



Nurturing Inclusive learning communities



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## CEO WELCOME

Dear Applicant,

Thank you for your interest in this vital new post of Teacher at Ethos Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for this position.

The overarching aim of Ethos Academy Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

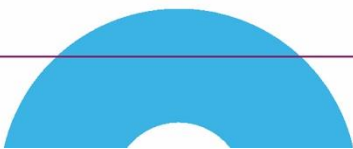
We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We currently have three academies (Ethos College, Reach Academy and Engage Academy) and we have high aspirations for future growth. In addition to the academies, the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

Thank you for your interest in Ethos Academy Trust.



Jayne Foster  
CEO, Ethos Academy Trust





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## HEADTEACHER WELCOME

Dear Applicant

Engage Academy is based in Batley, West Yorkshire and is a part of the Ethos Academy Trust. Engage Academy is a well-established pupil referral unit in Kirklees, specialising in supporting Key Stage 1 and 2 pupils with wide-ranging social, emotional and mental health (SEMH) needs.

At Engage Academy, we believe that all pupils deserve the opportunity to be supported to re-engage with learning and school life. We achieve this within a stimulating, safe and welcoming environment, where the curriculum is personalised to meet the differing needs and interests of all our pupils. Our staff pride themselves on offering a nurture-based approach and a high-quality educational provision that supports pupils to achieve positive outcomes and become ready to move onto further success in their next educational setting.

We are committed to ensuring that our staff are fully equipped to deliver a personalised, aspirational offer that meets the needs of all pupils. We therefore have a comprehensive staff training programme to enable our team to continue to develop their knowledge, skills and practice, with a high focus on supporting all aspects of SEMH needs.

We are seeking to appoint an inspirational Inclusion Worker to join our strong and dedicated team. The successful applicant must be dedicated to supporting our young people reach their full potential. I would like to thank you for your interest in Engage Academy and I look forward to receiving your application.

Thank you for your interest in Engage Academy.



Alison Ward  
Head Teacher, Engage Academy



# TRUST MISSION

**Nurturing inclusive learning communities:** Focussed on maximising the life chances of all children, Ethos Academy Trust embraces a forward-thinking and open-minded outlook, informed by a thorough understanding of the strengths and needs of our pupils, parents / carers, local schools and the wider community.

## ETHOS CORE VALUES

### LEADING



with integrity

- Championing honesty and transparency
- Building trusting relationships

### THINKING



innovatively

- Finding creative solutions
- Meeting individual need

### IMPROVING



continuously

- Raising standards
- Developing strong and effective leaders

### ENCOURAGING



freedom and responsibility

- Working collaboratively
- Investing in effective partnerships

### CELEBRATING



achievement

- Improving academic progress
- Enriching personal development



Nurturing Inclusive learning communities

**Ethos College** provides long term full time education places for Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. Additional 1:1 teaching is also available for a small number of pupils across Key Stages 1 to 4 who are referred with medical needs or for those whose needs are more complex.

Our mission at Ethos College is to create a secure and stimulating learning environment in which all students are valued and respected, their learning is promoted and their strengths are nurtured. Our focus is to prepare young people for transition to post-16 education, employment or training.



Nurturing Inclusive learning communities

**Reach Academy** is a well-established school for children in Key Stage 3 (ages 11 to 14) with Social, Emotional Mental Health (SEMH) needs. Some have been permanently excluded from Kirklees secondary schools. A high proportion of children make a successful return to their local or another mainstream school following their time at Reach Academy, while some progress to special school provision in order that their long term needs can be met.

We are committed to improving the life chances of pupils by removing barriers to engagement and achievement. Our aim is to create a secure and inspiring environment where every child is empowered to take ownership of their learning and their futures.



Nurturing Inclusive learning communities

**Engage Academy** is a school for primary aged children in EYFS 2 and Key Stages 1 and 2 (ages 4-11) who are at risk of permanent exclusion and / or are permanently excluded from a mainstream school. A high percentage of our children have Social, Emotional Mental Health (SEMH) needs along with undiagnosed complex needs. All pupils are assessed whilst with us and the majority receive an Educational Health and Care Plan (EHCP) prior to going to their next school ensuring their needs are met in the future.

We offer a nurturing, safe, inclusive and friendly environment where the building of trusting relationships is paramount. We have a broad, creative curriculum that enables all pupils, regardless of need, to achieve their potential and thrive in their new schools.

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## WHY WORK FOR THE TRUST?

Ethos Academy Trust is based in West Yorkshire, with all of our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield and Bradford. The proximity of our Academies is such that it lends itself to close and collaborative working.

At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all of the young people within our community at the heart of what we do. Our staff are pivotal in this and also in recognising, achieving and bringing to life our vision and values.

As such, we are committed to providing our staff with high quality professional development which can be evidenced through a variety of channels. We have numerous examples of staff who have developed and progressed their careers with the Trust. We fully embrace the fact that if we invest in our staff and their futures, we will create an environment where staff are happy, inspired and ambitious, which in turn means that they are able to create positive, engaging and life changing learning experiences for young people.

Ethos Academy Trust is fully committed to supporting and enhancing the wellbeing and mental health of all stakeholders. Across the Trust there are regular opportunities for staff to come together outside of their normal working day in a social or other activity capacity.

As an employer, we are able to provide the following benefits to all members of staff:

- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and support staff, and continues to subscribe to local holiday patterns and allowances within the local authority of each academy.
- All employees have the opportunity to access a pension scheme.
- All employees have access to Healthline which includes 24/7 Employee Assistance Programme and services such as physio and counselling for employees and their dependants
- An opportunity to collaborate with colleagues across academies and within the central Trust teams, with other academies and Multi Academy Trusts on a local or regional basis.
- Structured and informal opportunities to develop skills and opportunity to progress, share best practice (locally and nationally).
- Access to employee salary sacrifice schemes such as Cyclescheme, Techscheme and discounted gift cards.





# STAFF JOURNEY

I started working for Ethos College around eight years ago, as a grade 7 Inclusion Worker. It was an immensely enjoyable and rewarding position. I loved the fact that I could support the social and emotional development of young people and have the ability to make a huge impact on their lives. I was inspired by our talented team and decided to combine my passion for science and education to train to become a qualified teacher. Ethos College supported me all the way and when a position became available, I applied and was so proud to take up the post of science teacher. Since then I have not looked back!! I am now working in a leadership position, helping to develop our offer to young people educated around the local authority. Working at Ethos College and being a part of the transformation of the lives of our young people is an absolute privilege.

**EMMA GANNON, TEACHER**



A close-up portrait of a man with short brown hair and a light beard, smiling. He is wearing a white shirt and a blue lanyard with 'ETHOS STAFF' printed on it. The background is blurred. The image is framed by a large blue circle on the left and a smaller blue circle on the right.

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I feel that my views and opinions are valued and that I am trusted to be the kind of teacher I want to be. The support and training I have received has been both timely and relevant. I have been given information that means I follow the Ethos methods when delivering a service whilst having the space and opportunity to use my own initiative and work in a way that suits me.

Staff Testimonial

March 2019





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## ADVERT FOR TEACHER

Teacher, Engage Academy

Salary: £25,714 - £36,960 / £38,689 - £41,603 plus 2 SEN points

Grade: MPS/UPS + SEN Allowance

Hours: 32.5 hours per week, term time only + 5 days (Maternity Cover for 12 months)

### About Ethos Academy Trust

Ethos Academy Trust is located within Kirklees, West Yorkshire. The overarching aim of the Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

In addition to our three academies (Ethos College, Reach Academy and Engage Academy), the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

### Applicants

This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils from across the primary and secondary age range. Our academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically, supported pastorally and developed socially and emotionally.

We are looking to appoint an inspirational Teacher to join our passionate and hardworking team at Engage Academy. Engage Academy is rated as "Good" by Ofsted and is an Alternative Provision for primary aged pupils. The pupils we work with may be experiencing social, emotional and mental or physical health issues.

The role will be to successfully motivate, inspire and engage with vulnerable children and their families. You will deliver a personalised primary-based curriculum for individual and groups of children. You will develop an inspiring, nurturing classroom environment conducive for learning. You will be required to work collaboratively and in partnership with parents and carers, teaching and support staff in schools and other professionals in order to achieve the very best outcomes for the pupils.

Visits to the academy are encouraged. If you have any questions about the role or would like to arrange a visit please contact Gemma Fellows at [Gemma.Fellows@eat.uk.com](mailto:Gemma.Fellows@eat.uk.com)

You can apply for the vacancy at <https://www.eat.uk.com/recruitment-portal/current-opportunities/>

Closing date: 8 October 2021

Interview date: 20 October 2021



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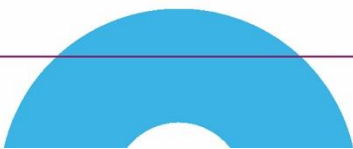




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## TEACHER JOB DESCRIPTION

<b>Job title</b>	Teacher
<b>Location</b>	Batley, West Yorkshire
<b>Hours</b>	32.5 hours per week, term time only + 5 days (Maternity Cover for 12 months)
<b>Reports to</b>	Head Teacher
<b>Staff responsible for</b>	Senior Inclusion Worker and Inclusion Worker
<b>Closing Date</b>	8 October 2021
<b>Salary/Grade</b>	MPS/UPS + SEN Allowance, £25,714 - £36,960 / £38,689 - £41,603 plus 2 SEN points
<b>Job Purpose</b>	You will lead a class group of pupils, planning and delivering outstanding learning opportunities, whilst securing a nurturing, supportive environment with high expectations for all pupils to enable them to achieve their potential.





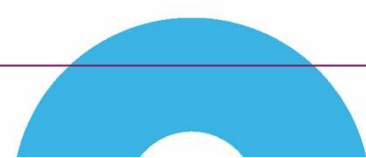
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## KEY OBJECTIVES AND ACCOUNTABILITIES

### Key Outcomes

- Develop an ambitious, personalised primary-based curriculum, for individuals and groups of pupils to re-engage them in learning, supporting individual learning pathways in response to SEMH needs and ensuring high quality outcomes.
- Effectively implement tracking and assessment processes to monitor, report and evaluate the effectiveness of the curriculum and its impact on pupil progress.
- Develop an inspiring nurturing classroom environment conducive to learning.
- Have pastoral responsibility for named pupils within the academy.
- Have responsibility for reporting pupil progress to schools, parents and agencies, through home reports, placement reports, SEN reports/plans and reintegration reports.
- Set individual targets (academic and personal/social), review and report on progress for all pupils.
- Use Boxall profiles (and other SEMH tools) to provide a clear assessment of pupils' SEMH development needs and track their progress towards set targets.
- Liaise with colleagues to ensure high quality provision is delivered and best practice is shared across the Trust.
- Provide a stimulating, educational environment for specific groups of pupils with a range of needs.
- Develop a positive ethos that ensure a calm classroom environment through the effective implementation of the school's communication and behaviour policy.
- Support pupils and staff in mainstream schools where necessary.
- Have responsibility for a designated subject area(s).
- Attend meetings as required by the Head Teacher.
- Advise schools with regard to the SEN Code of Practice where required.
- Contribute to the maintenance of up-to-date records within the Trust.
- Support pupils and their parents/carers in enabling them to make the most of the educational opportunities offered by the Trust.
- Liaise with other agencies when appropriate i.e. Social Services, Educational Psychology, the Virtual School, CAHMS, SENDACT etc.

### Main Duties

- Keep abreast of developments in all areas of the National Curriculum, Special Educational Needs and teaching and learning.
  - Participate in continuing professional development (CPD) and performance management in line with Trust policy and practice.
  - Carry out any other duties, appropriate to the level reasonably expected of a teacher paid an equivalent SEN allowance, relating to the efficient organisation of the service.
  - Take reasonable care of the health and safety of self, other persons and resources whilst at work.
  - Co-operate with management of the Trust as far as is necessary to enable the responsibilities placed up on the Trust under Health and Safety at Work to be performed e.g. operate safe working practices.
  - Carry out professional duties of a teacher outlined in the most recent Teacher's Pay and Conditions document, including Teachers Professional Standards, as directed by the Head Teacher.
  - Research, prepare and select teaching resources that meet the diversity of pupils' needs and interests.
  - Effectively use Information Communication Technology (ICT) to enhance learning activities and increase pupils' competence and confidence.
  - Adhere to the Trust's policies and ensure they are applied consistently.
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## General

- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the Trust.
- Attend meetings within the Trust, at its academies and external events as required.
- Share expertise and skills with others.
- Participate in training and other learning activities and performance development as required.
- Work effectively and professionally with all stakeholders, promoting the Trust positively at all times.
- Recognise own strengths and areas of expertise and use these to advise and support colleagues.
- Maintain confidentiality always in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
- Ensure strict confidentiality in all areas of work.
- All employees are required to uphold the values of democracy, rule of law, individual liberty and tolerance and have mutual respect for those with different faiths and beliefs (Prevent).
- Work and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
- Understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Lead immediately.



## PERSON SPECIFICATION

	Key Criteria	Essential (E) / Desirable (D)
<b>Knowledge, Education and Training</b>	Hold qualified teacher status	<b>E</b>
	Have evidence of recent, relevant CPD	<b>E</b>
	Willingness to lead CPD sessions for staff	<b>E</b>
	Evidence of nationally recognised nurture-based training/qualifications	<b>D</b>
<b>Relevant Experience</b>	Experience of nurturing principles and how they can be applied to develop and deliver outstanding practice within a nurture-based setting	<b>E</b>
	Evident understanding and application of quality first teaching	<b>E</b>
	A proven track record of raising attainment and relevant strategies	<b>E</b>
	Experience of managing and using pupil attainment and tracking data	<b>E</b>
	Experience of initiating and implementing strategies to improve parental involvement in their children's learning	<b>E</b>
	Experience of working with pupils with social, emotional and mental health difficulties either in mainstream or special schools	<b>E</b>
	Experience of liaison and co-operation with other professional agencies.	<b>E</b>
	Experience of motivating hard to reach learners	<b>E</b>
	Experience of establishing or expanding nurture settings	<b>D</b>
	Experience of managing small teams of staff to ensure high quality outcomes through effective deployment of resources	<b>D</b>
<b>Aptitudes, skills and competencies</b>	Proven track record as an outstanding primary/nurture classroom practitioner	<b>E</b>
	Ability to articulate a clear vision for high quality teaching and learning in an AP setting	<b>E</b>
	Have good communication skills and a positive outlook	<b>E</b>
	Ability to develop and maintain effective professional relationships with all members of the school community and outside agencies	<b>E</b>





	Emotional resilience in working with pupils with exhibit challenging behaviour	E
	Be able to work under pressure and prioritise to meet deadlines	E
	Ability to travel to different areas within Kirklees	E
<b>Any additional factors</b>	The post holder may be required to work outside of normal school hours on occasion with due notice	E
	Willingness to be flexible and adaptable in a variety of situations	E
	Willingness to undergo an enhanced DBS check and sign up to the DBS service on an annual basis	E
	Commitment to ongoing personal training and development	E
	Willingness to work offsite with pupils and families	E
	Full driving licence and willingness to transport pupils on own vehicle and obtain business insurance	E
	Understanding of relevant policies/codes of practice and awareness of relevant legislation	D

### Safeguarding statement

Ethos Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check (including Children's Barred List) and past employment references.

Applicants are required, before appointment to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

### Equality and Diversity statement

Ethos Academy Trust treats all applicants for employment in the same way regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

### Disability statement

Ethos Academy Trust is committed to promoting equality of opportunity for people with disabilities. We continue to review our processes and procedures to ensure individuals with disabilities receive full and fair consideration for all types of vacancies at the recruitment stage and during their employment.

Individuals who apply to the Trust for employment will receive fair treatment and be considered solely on their ability to do the job. Where required reasonable adjustments will be applied. During employment the Trust, wherever possible, will retain the services of an employee who is or has become disabled.

### GDPR

A copy of our Privacy Notice is available via our website.

[www.eat.co.uk](http://www.eat.co.uk)





Nurturing inclusive learning communities

Ethos Academy Trust  
c/o Reach Academy  
Field Hill Centre  
Batley Field Hill  
Batley  
WF17 0BQ