



TEACHER

GRADE: MPS/UPS +SEN1

ACTUAL SALARY: £28,000 - £43,685 +£2,384

Contract: 32.5 hours per week, Full time, 12 months fixed term maternity cover

Start Date: September 2023

Applications from Unqualified Teachers will be considered and paid on the Unqualified Scale (£19,340 - £30,172)

CANDIDATE INFORMATION PACK



What is included within this pack?

Within this pack you will find both information and advice on applying for a role with Esteem Multi-Academy Trust including:

- Welcome from the CEO
- About Esteem Multi-Academy Trust
- Welcome from The Headteacher
- About the School
- Job advertisement
- Job description and person specification
- Safeguarding and checks
- Application process and timeline

Welcome from Esteem Multi-Academy Trust



Dear applicant,

Thank you for your interest in Esteem Multi-Academy Trust (MAT). The Teacher position presents a fantastic opportunity for somebody who shares our values and beliefs to join our team at a very important time.

Bennerley Fields is an age 2-16 special school, for 91 pupils with a range of learning difficulties and diverse needs.

We are eager to appoint positive, flexible staff who will support class lessons, engaging and motivating pupils and improve the quality of our pupils learning.

If you think you have got what we are looking for, we look forward to receiving your application for consideration.

For further information, please contact the school office on 0115 9326374, via email to info@bennerleyfields.derbyshire.sch.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.

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 £23 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 part time (0.8) Teacher position at Bennerley Fields School. I am very pleased that you are considering applying to work in a successful, fun and supportive special school. *The maternity cover will be in one of our **Curriculum Stage 1 classes** – this class is a mixed primary aged class for more complex students, at the very early stages of learning and communicating. Understanding of how to use symbols and Makaton, or the ability to learn this, is essential.* Our school website curriculum page has lots of information about what the curriculum outcomes are for Stage 1 in subjects, so please have a look to understand the levels the pupils are working at.

I feel privileged to be leading Bennerley Fields Special School Academy. We are proud to be a part of the Esteem Multi Academy Trust.

Bennerley Fields is an inspirational place to learn and work. We are a strong team of pupils, staff, parents and carers and governors. We value the strong links we have with the wider community. I lead a committed, skilled and highly specialised staff who provide outstanding, challenging and exciting learning opportunities for our incredible students.

Our students are independent and inquisitive learners. They never cease to amaze us with their attitude, determination and achievements. We believe strongly in teamwork and work closely with parents and carers to provide the best opportunities for our students. Together we shape our school. Together we support each other and strive to be the best we can be.

Our school is made up of two buildings. Three classes of our more complex Primary Department are housed in a separate building and have its own outside space with suitable play equipment. This Primary block houses our pupils in Ladybirds and Dolphins and Tigers classes. The extension that houses our Community Room was officially opened in 2011. As part of this building work, the school gained a Therapy/Meeting Room and a Sensory Room. Our Main School block has two classes in KS2, four classes in KS3 and two classes in KS4.

Around the main school building, we have extensive playing fields and open spaces with each Key Stage having its own playground. There is a large polytunnel in our school garden where the children can learn how to grow plants and vegetables.

Down near the canal, there is our Forest School area which is accessed by all pupils during the school year.

As Headteacher, I am committed to promoting emotional wellbeing and positive mental health, we embed a culture which values the happiness and emotional welfare of all our students, staff, parents, and stakeholders.

As well as making a positive contribution to the lives of our students, we can offer you:

- a supportive, collaborative, and friendly staff environment in a specialist setting where you will have the chance to make a real and positive impact on the lives of Bennerley Fields School students.
- professional and continuous training programmes and a supportive career progression.
- generous pension schemes (Teachers'/ LGPS Pension Scheme)
- a range of health and wellbeing services through Westfield Health
- free, on-site car parking
- school social events
- a commitment to staff well-being.

We welcome applications from candidates who, having read the application pack, feel they have the necessary skills, experience, and strength of character to fulfil the challenges of the role. The closing date for applications is **Friday 24 March 2023 at 23:59**. Should you wish to visit the school or discuss the post please contact the school on 0115 9326374 and a member of the Senior Leadership Team will arrange a call.

Interviews for this post will be held week on **Thursday 30 March 2023**.

I wish you well in your application.

Yours faithfully,

Jenni Wright

Headteacher
Bennerley Fields School



Further information about our academy can be found on the website at www.bennerleyfields.derbyshire.sch.uk

About Bennerley Fields School

We are an age 2-16 special school for 96 pupils with a range of learning difficulties and diverse needs. The school has specialist status for communication and interaction, which underpins all teaching and learning. Bennerley Fields is a vibrant, nurturing school community where everyone is welcomed, valued and respected.

With great support and hard work, we aspire to be the very best we can be.

On the 1st of August 2018 we became an academy and joined the Esteem Multi-Academy Trust with a number of other special schools and pupil support centres.

Our school is made up of two buildings. Our Primary Department is housed in a separate building and has its own outside space with suitable play equipment. The Primary block houses our pupils in Ladybirds and Dolphins and Tigers classes. The extension that houses our Community Room was officially opened in 2011. As part of this building work, the school gained a Therapy/Meeting Room and a Sensory Room. Our Main School block has one class in KS2, three classes in KS3 and three classes in KS4 with an additional two classes containing a mix of KS3 and KS4 pupils.

Around the main school building, we have extensive playing fields and open spaces with each Key Stage having its own playground. There is a large polytunnel in our school garden where the children can learn how to grow plants and vegetables. Down near the canal, there is our Forest School area which is accessed by all pupils during the school year.

Our staff team consists of skilled, dedicated professionals, all working alongside families to meet the needs of our pupils. We have a specialist Speech and Language therapist on site two days a week on site plus access to our local community Speech and Language Therapist.

Together we achieve amazing things.

Further information about our academy can be found on the website at www.bennerleyfields.derbyshire.sch.uk

The advertisement

Job Title: Teacher for Stage 1 Class

Location: Bennerley Fields School, Stratford Street, Ilkeston, DE7 8QZ

Grade/Scale: MPS/UPS +SEN1 Actual Salary £28,000 – £43,685 +£2,384

Start date: September 2023

Contract: 32.5 hours per week, Full time (Maternity Cover, 12 months fixed term)

We are an age 2-16 special school for 96 pupils with a range of learning difficulties and diverse needs. The school has specialist status for communication and interaction, which underpins all teaching and learning. Bennerley Fields is a vibrant, nurturing school community where everyone is welcomed, valued and respected.

We are looking to appoint an outstanding teacher, committed to achieving the best outcomes for our pupils. If you enjoy a challenge and want to make a difference, come and join our team! We promise you an exciting, stimulating journey towards excellence for our pupils.

Applications from Unqualified Teachers will be considered and paid on the Unqualified Scale (£19,340 - £30,172).

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

For further information, please contact the school office on 0115 9326374, via email to info@bennerleyfields.derbyshire.sch.uk or visit our website at <https://www.eesteemmat.co.uk/vacancies>. Please use the relevant application form on the MAT website; CVs alone will not be accepted.

Closing date for applications: 24 March 2023 (23:59)

Interview date: 30 March 2023

Bennerley Fields School reserves the right to close this vacancy 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: Teacher

Job title:	Teacher
Responsible to:	Headteacher
Salary scale:	MPS/UPS (+ 1 SEN point) (Or Unqualified)

The appointment is subject to the current conditions of employment for Post Threshold teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Post Threshold teachers as appears in the Teachers Standards Framework (2012) and any other current applicable legislation. The postholder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies.

The Governing Body reserve the right to amend the job description at any time after consultation with the postholder.

GENERAL DESCRIPTION OF THE POST

To be an outstanding professional with emerging leadership skills who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has pupils who achieve well.

CORE REQUIREMENTS OF THE POST

The postholder will demonstrate essential professional characteristics, and in particular will:

- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Plan and teach well-structured lessons.
- Adapt teaching to respond to the strengths and needs of all pupils.
- Make accurate and productive use of assessment.
- Manage behaviour effectively to ensure a good and safe learning environment.
- Fulfil wider professional responsibilities.

SPECIFIC REQUIREMENTS OF THE POST

- Classroom teacher with ability to work across range of pupil need in school.

Teachers Standards Framework Requirements

PUPIL PROGRESS

- Rigorously assess pupils' learning and needs
- Use assessment to inform next steps and set targets for pupils' learning
- Precisely track pupil progress towards targets set

- Liaise with appropriate agencies
- Report on assessment progress to all stakeholders
- Engage parents and work closely with them towards the best outcomes for their child

PROFESSIONAL PRACTICE

- Maintain and develop subject or specialism knowledge to enable effective teaching and have appropriate knowledge of the relevant curriculum
- Share such knowledge to colleagues to improve whole school effectiveness
- Incorporate emerging knowledge regarding early years education, including multi-sensory approaches
- Demonstrate awareness of pupils' learning needs
- Consistently use this knowledge to plan and deliver appropriate learning opportunities in class and elsewhere
- Communicate clearly and effectively with pupils
- Effectively discharge schools' planning for personalised learning
- Understand and apply the principles of good classroom management
- Understand and apply a range of appropriate teaching strategies
- Maintain and encourage good behaviour in the classroom

WHOLE SCHOOL ETHOS

- Establish a safe and purposeful learning environment
- Initiate, contribute to, or respond in a timely manner with respect to child safeguarding procedures
- Support and encourage support staff participation through effective deployment and consultation
- Make effective use of all resources, including personnel
- Contribute to the formulation of school policies
- Execute school policies
- Use the performance management process to drive school improvement through the raising of standards of teaching and learning
- Promote the wider aspirations of the school

Person Specification: Teacher

Requirements	Evidence	Essential	Desirable
Hold QTS	A	✓	
Be an outstanding classroom practitioner	A, I	✓	
Experience of teaching SEN pupils in mainstream or special school with diverse profiles – SLD, ASD, SLCN	A, I	✓	
Knowledge and experience in using the TEACCH approach	A, I		✓
Ability to work and plan as part of a team	A, I	✓	
Ability to manage and lead support staff in the classroom	A, I	✓	
Have a working knowledge of formative and summative assessment	A, I	✓	
Excellent communication skills, both written and spoken	A, I, R	✓	
Demonstrate a clear understanding of equal opportunities, particularly issues relating to special educational needs	A, R	✓	
Experience of developing plans and using a range of strategies for positive behaviour management	A, I	✓	
Commitment to engage with parents/carers as partners	A, I	✓	
Awareness of augmentative communication systems e.g. signing, symbols	A, I		✓
Experience of liaising and working with partner agencies	A, I		✓
Knowledge of EYFS	A, I		✓
Additional qualification in SEND	A, I		✓
Experience of THRIVE approach	A, I		✓
Experience of meeting needs of pupils with communication and sensory difficulties	A, I	✓	

A – Application

I - Interview

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 2022' 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.

Closing date for applications: 24 March 2023 (23:59)

Interview date: 30 March 2023

For further information, please contact the school office on 0115 9326374, via email to info@bennerleyfields.derbyshire.sch.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.