

CORE TEACHER

**GRADE: MPS1 to UPS3 +SEN1**

**SALARY: £20,571 - £33,283 +£1,816**

**CONTRACT: 0.8 Fixed Term until 31 Aug 23**

**START DATE: ASAP**

CANDIDATE INFORMATION PACK

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Version: Sept 2022

**What’s included within this pack?**

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

* Welcome from the CEO
* About Esteem Multi-Academy Trust
* About North East Derbyshire Support Centre
* Job advertisement
* Job description and person specification
* Safeguarding and checks
* Application process and timeline

**Welcome from Esteem Multi-Academy Trust**

A person with a beard and mustache

Description automatically generated with low confidenceDear applicant,

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

The North East Derbyshire Support Centre provides programmes of education to students identified as being at risk of exclusion, or who have already been permanently excluded from mainstream education. We meet the varied and complex needs of children in Key Stages 2, 3 and 4, at sites located in Chesterfield and in the High Peak.

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

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

For further information and/or to arrange a school visit please contact the HR Team, via email ([hr@esteemmat.co.uk](mailto:hr@esteemmat.co.uk)) or visit our website at [www.esteemmat.co.uk/jointheteam](http://www.esteemmat.co.uk/jointheteam). 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

![A drawing of a face

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Julian Scholefield

**Chief Executive Officer**

**About Esteem Multi-Academy Trust**

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

Esteem Multi-Academy Trust includes 7 special schools, 3 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.

**About North East Derbyshire Support Centre**

A picture containing person, person, wall, smiling

Description automatically generatedThe North East Derbyshire Support Centre provides programmes of education to pupils identified as being at risk of exclusion, or who have already been permanently excluded from mainstream education. We meet the varied and complex needs of children in Key Stages 2, 3 and 4, at sites located in Chesterfield and in the High Peak.

We are looking to recruit an inspiring teacher to join our academy as soon as possible. The previous post holder was timetabled to teach at both the High Peak and Hasland sites (2 days a week at each) to teach Art and Forest Education/Horticulture. These curriculum subjects were new additions to our academy for September 2022 and therefore the successful candidate will need to have the knowledge and drive to develop these for our pupils. We also have several other new teaching opportunities available across the academy and so we welcome applicants with other specialisms than Art and Forest education/Horticulture.

Pupils may be permanently excluded or at risk of permanent exclusion from mainstream and therefore require a curriculum to help them re-engage in education. The sites currently deliver to pupils in KS3 and KS4. We are also developing a full blended learning offer with peripatetic teaching in pupil’s homes to meet pupil need where required. Candidates are expected to have access to transport and business use added to their insurance for travel between sites, for CPD or to pupils homes or APs where required. We offer flexible packages to our pupils and will adapt our practice to meet the needs of our pupils.

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Every child deserves an education. Our primary aim is to support and re-engage young people, enabling them to think positively about their future pathway, and life after the Support Centre, whether that be re-integration into mainstream, further education or employment. Our Vision: "Inspire, Achieve, Exceed"

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Our Pupils will:

* Feel safe, valued and trusted
* Recognise and achieve their full potential
* Take responsibility for their behaviour, and make healthy lifestyle choices
* Be positive about themselves and their future
* Be tolerant of others, and of the beliefs and views of others
* Be successful learners, both independently and when working with others
* Be self-motivated and have high expectations

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We will achieve this by:

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* Creating a safe learning environment, free of stigma and negativity
* Celebrating the success and achievements of every member of the learning community
* Establishing nurturing and supportive relationships between staff and pupils
* Setting high expectations for behaviour and academic success
* Providing a broad, balanced and relevant curriculum that provides the skills, confidence and qualifications to access opportunities in life
* Innovating learning, to engage and inspire
* Promoting tolerance and mutual respect
* Providing opportunities for students, parents and carers to voice opinions which form part of the decision-making process
* Providing an inclusive programme of learning opportunities and experiences that promote engagement

Further information about our Support Centre can be found on the website at [www.nedsc.derbyshire.sch.uk](http://www.nedsc.derbyshire.sch.uk)

Yours faithfully

Janine Dix

Janine Dix

Headteacher

**The Advertisement**

**Job Title:** Core Teacher

**Location:** Our 3 sites include: High Peak site (25 High Street, Chapel-en-le-Frith, SK23 0HD), Barrow Hill site (Station Road, Barrow Hill, Chesterfield, S43 2PG) and Hasland site (The Green, Hasland, Chesterfield, S41 0LN). Travel to all three sites and pupils’ homes on occasion may be expected with mileage expenses available to be claimed from the nominated base. One of these sites will be named as your base for mileage purposes, however, you may be timetabled to teach across more than one depending on expertise and need of the academy.

**Grade/Scale:** MPS1 to UPS3 +SEN1 Actual Salary £20,571 - £33,283 +£1,816

**Start date:** ASAP

**Contract:** 0.8 Fixed term until 31 August 2023

It is an exciting time in the academy’s development as we look to expand our provision, enhance the curriculum offer and build a reputation as the alternative provider of choice in the county. We have made some exciting appointments in the last few months at a time where recruitment presents it challenges and we are now looking to offer a 0.8 fixed term contract for a teacher to join our academy. The previous post holder was to teach Art and Forest Ed/Horticulture at 2 sites, and we would very much like to continue with the delivery of these subjects. However, we are open to other specialisms.

We are looking to recruit an inspiring teacher to join our academy. We require candidates to have the expertise, knowledge, and drive to plan, develop and deliver high quality lessons to engage our pupils. Our pupils require a variety of teaching techniques and kinaesthetic activities to maintain their interests and engagement. You will require an understanding of pedagogy and excellent behaviour management strategies.

The current staffing teams are small but increasing in size as new posts are developed. The High Peak site will have approximately 30 pupils, and at the Hasland site, approx. 70. We welcome applications from candidates who are able to teach engaging and inspiring lessons to challenging and disengaged KS3 and 4 pupils. This is a core teacher post and we do not employ teachers to teach specific subjects. We will, however, try to ensure that teachers strengths are maximised. Therefore, a teacher with the ability to deliver a range of subjects would be advantageous. As would a candidate who has knowledge of phonics or a primary background and the ability to teach to GCSE.

This post is available initially on a fixed term basis, however, may be made permanent for the right candidate depending on pupil numbers.

We must ensure that we meet the needs of our pupils and where there is demand for places. Travel to the other academy sites may be required for teaching delivery if the need arises or for academy meetings or CPD. Teaching may also take place in pupil’s home or other venues and so this role may be peripatetic at times. Candidates must have access to a vehicle and car insurance with business use included.

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

For further information and/or to arrange a school visit please contact the HR Team, via email ([hr@esteemmat.co.uk](mailto:hr@esteemmat.co.uk)) or visit our website at [www.esteemmat.co.uk/jointheteam](http://www.esteemmat.co.uk/jointheteam). Please use the relevant application form on the MAT website; CVs alone will not be accepted.

**Closing date for applications: 09 October 2022 (12:00pm)**

**Interview date: TBC**

**We reserve the right to interview candidates prior to the closure date if they meet the criteria for the post and therefore close the application process before the deadline.**

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its pupils. 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: Core Teacher**

**Salary:** MPS1-UPS3 +SEN1 £20,571 - £33,283 +£1,816

**Hours:** 26 hours (0.8)

**Contract type:** Fixed term temporary until 31.08.22

**Reporting to:** SLT

**Responsible for:** Teaching pupils, and directing STLAs

**Main purpose:**

The teacher, under the direction of SLT, will take a major role in:

• Delivery of an appropriate and relevant curriculum to meet the needs of Derbyshire pupils

either permanently excluded or at risk of permanent exclusion

* To re-engage pupils with education by delivering engaging and inspiring lessons of relevant

Content

* Prepare Long term and medium- term plans for identified subjects
* Meet pupil need by adapting/differentiating work to ensure that it is accessible to a range of

Pupils

* Mark according to academy policy to ensure high quality feedback to pupils
* Assess pupil progress
* Ensure that resources and equipment is available for your subject/s to be delivered

successfully

* To increase pupil readiness for re-integration to mainstream education where possible or for

next destination

* Baseline testing and target setting

• Management of pupil behaviour

• Safeguarding of pupils

* Contribute to the pastoral system by being a form tutor, completing attendance registers
* Liaising with parents/carers about progress, behaviour and attendance
* Produce pupil information packs (PIPs) for pupils and any other required academy

documentation.

**Qualities:**

The teacher will:

* Uphold public trust in academy leadership and maintain high standards of ethics, behaviour and professional conduct
* Be credible and an excellent role model
* Be enthusing, driven and be able to create new opportunities for our pupils
* Build positive and respectful relationships across the academy community and with other stakeholders
* Understand that our academy consists of three sites and the need for consistency across all sites
* Serve in the best interests of the academy’s pupils.

**Duties and responsibilities:**

**Academy culture and behaviour**

Under the direction of SLT, the teacher will:

* Create a culture where pupils experience a positive and enriching academy life
* Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
* Ensure a culture of staff professionalism and resilience
* Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in the academy

**Teaching, curriculum and assessment**

Under the direction of SLT, the teacher will:

* Deliver high-quality teaching
* Ensure teaching is underpinned by effective pedagogy and adaptive teaching
* Effectively use formative assessment to inform strategy and decisions
* Effectively use data systems to evidence progress from a pupil’s baseline towards targets
* Ensure that pupil progress is recorded and monitored
* Contribute to the academy’s curriculum offer so that it is appropriate for pupil needs
* Be able to plan and adapt planning to meet the needs of a variety of levels
* Contribute to the blended learning offer
* Plana and deliver engaging and inspiring lessons
* Contribute to the curriculum offer with inspiring subjects that interest our pupils
* Teach a range of subjects to meet pupil need
* Work to the Thrive principles and ensure that they are embedded in daily practice
* Contribute to post 16 planning and careers education for our pupils.

**Additional and special educational needs (SEN) and disabilities**

Under the direction of SLT, the teacher will:

* Promote a culture and practice that enables all pupils to access the curriculum
* Have ambitious expectations for all pupils with SEN and disabilities
* Make sure the academy works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
* Make sure the academy fulfils statutory duties regarding the SEND Code of Practice.

**Professional development**

Under the direction of SLT, the teacher will:

* Ensure that they take up appropriate CPD to develop expertise
* Keep up to date with developments in education
* Seek training and continuing professional development to meet needs.

**Other areas of responsibility**

* To contribute to site developments and additions to timetables to ensure a quality offer such as tutor time, assemblies, home learning, arrangements and monitoring of online learning.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.

**OTHER GENERIC RESPONSIBILITIES:**

* Represent and promote the ethos and values of Esteem Multi-Academy Trust
* To take, and be accountable for, all decisions made within the parameters of the job description
* Participate with performance management and CPD training and activities that contribute to personal and professional development for self and others within the academy
* Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities
* Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified
* Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in this job description
* The post holder will be working in a developing environment and will therefore be expected to undertake other appropriate duties as required for the effective operation of the Trust

The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

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 Headteacher and governing body reserve the right to amend the job description at any time after consultation with the post-holder.

This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.

**Person Specification: Core Teacher**

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| --- | --- |
| CRITERIA | QUALITIES |
| **Qualifications and training** | * Qualified teacher status * Degree |
| **Experience** | **ESSENTIAL**   * Previous teaching experience in a school * Experience of working with challenging and vulnerable young people   **DESIRABLE**   * Experience of working in a non- mainstream education establishment * Experience of implementing appropriate curriculum offers to meet the needs of a range of vulnerable pupils * Teaching at a range of key stages * Experience of teaching a range of subjects * Teaching of Art and/or Forest Education/Horticulture would be an advantage * Experience in curriculum or subject development * Experience of implementing a range of subject interventions such as reading and phonics * Of contributing to a blended learning offer to meet pupil need * Of liaising with families and maintaining effective communication * Of teaching in other non- school site environments such as pupil’s home/libraries * Previous teaching of alternative offers/vocational/non- GCSE * Implementation of new subjects offers and planning for new resources to enable this to be delivered successfully |
| **Skills and**  **knowledge** | **ESSENTIAL**   * Understanding of high- quality teaching and learning * Understanding of effective approaches to learning * Ability to develop positive pupil behaviour strategies * Data analysis skills, and the ability to use data to set targets and measure progress * Effective communication and interpersonal skills * Ability to engage and inspire pupils with high quality planning and relevant content * Ability to build rapport with challenging pupils with varying needs * Ability to build effective working relationships   **DESIRABLE**   * Ability to teach KS2 curriculum content * Delivery of a blended learning offer * Other skills/interests that could contribute to the curriculum in a vocational or non GCSE alternative offer * Ability to safeguard vulnerable pupils and liaise with other professional agencies and social workers |
| **Personal qualities** | **ESSENTIAL**   * A commitment to achieving the best outcomes for all pupils and promoting the ethos and values of the academy * Hardworking and flexible * Ability to work under pressure and prioritise effectively * Ability to maintain resilience and positivity * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. |

**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 [www.esteemmat.co.uk/jointheteam](http://www.esteemmat.co.uk/jointheteam) or you can email [hr@esteemmat.co.uk](mailto:hr@esteemmat.co.uk) to request a copy. Please specify the job vacancy for which you wish to apply.

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: 09 October 2022 (12:00pm)**

**Interview date: TBC**

**We reserve the right to interview candidates prior to the closure date if they meet the criteria for the post and therefore close the application process before the deadline.**

Completed application forms can be returned electronically to the HR team via email to [hr@esteemmat.co.uk](mailto:hr@esteemmat.co.uk). If you wish to submit your application form by post, please return it to the following address:

**Private & Confidential: HR Team, Esteem Multi-Academy Trust, Suite 43, Pure Offices, Lake View Drive, Sherwood Park, Nottingham, NG15 0DT**