

The CE Academy
Freedom to choose a different future

TOVE
LEARNING TRUST

INFORMATION FOR CANDIDATES

The CE Academy

Teacher of Hairdressing

Suitable for QTS & UQT, FT/PT or Individual Tutor

QTS FTE: M1 £34,069 – M9 £52,835

UQT FTE: UQT1 £23,732 - UQT6 £36,494

We encourage all candidates to arrange a visit to one of our Campus' **prior** to interview.

"Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

WELCOME FROM JAMES THOMAS

Headteacher, CE Academy





CE Academy is a multi-sited Alternative Provision Academy in Northamptonshire providing Alternative Education for young people who are either permanently excluded from school, at risk of permanent exclusion from school, or pupils with emotionally based school avoidance. We also respond to the educational needs of pupils with EHC Plans who would otherwise be attending specialist provision.

Our motto is “Freedom to choose a different future” This was chosen by our young people and recognises our belief that everyone should have the opportunity to access a high quality education.

The CE Academy provides alternative education for young people who are permanently excluded from school or dual registered. We respond to the educational needs of pupils who would otherwise be attending mainstream/special schools. We have positive expectations of behaviour and academic expectations are high and related to young people’s abilities.

We promote both the right to fail and the importance of giving all young people the freedom to choose a different future. We take a holistic approach to education, promoting an ethos and culture built on fairness, equality and mutual respect. This provides an environment in which young people can be encouraged and supported to make the right choices which lead to positive outcomes.

The staff team at CE Academy are committed to ensuring that all of our young people are at the heart of everything we do. They work tirelessly to enable them to make progress with their social and communication skills as well as achieving academic and vocational success.

We provide all young people with a personalised timetable designed to meet their social, emotional and academic needs. The curriculum on offer provides opportunities to develop cultural capital and for both personal development and academic success. We take great pride in ensuring every young person has a destination when they leave us at the end of Year 11.

As Headteacher I am proud to lead an experienced and dedicated group of staff. We pride ourselves on our relationships with our young people, families and communities. Strong relationships and working together are at the heart of our ethos.

I invite you to explore our website and visit us to gain a deeper insight into life at CE Academy.

Please do not hesititae to contact me if you have any questions or require further infromation about the role or our school.

James Thomas

Headteacher - CE Academy

CE Academy - Teacher of Hairdressing

Job Advert





We require experienced, talented and committed teachers in Northamptonshire. They will
join the teaching team in this vibrant and exciting school. The post calls for an exceptional ability to get on well with challenging young people, their parents/carers, colleagues and representatives of other agencies, to work flexibly and conscientiously both as a member of a team and independently.

The successful candidate will:

- Maximise the educational opportunities for pupils excluded, or at risk from exclusion from schools.
- Support pupils and parents/carers in maximising effective learning.
- Collaborate with colleagues and professionals to maximise opportunities for young people.
- Have the opportunity to make a significant difference in young people's lives.

Staff are offered an extensive induction programme and further training.

Candidates must be eligible to live and work in the UK and will be required to undergo an enhanced DBS disclosure check.

The successful applicant will be expected to work from any of our 7 sites and there may be a requirement to travel throughout the county, transporting children where necessary. As this requirement may be at short notice, you must have a current driving licence and a reliable car.

We are very well supported by TLT, benefiting from excellent networks across the Trust for staff collaboration, and continued training and professional development.

The Trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Staff are offered an extensive induction programme and further training.

- **Start date:** TBC
- **Location:** CE countywide. To work in more than one campus and able to teach in any of the CE campuses across the County or any venue supporting pupils.
- **Hours:** Full time
- **Grade/ Paypoint:**
  QTS: M1 - M9
  UQT: UNQ1 - UNQ6

Applications will be reviewed and shortlisted on an ongoing basis. As a result, the vacancy may be closed early if a suitable candidate is found. We encourage you to submit your application promptly to ensure consideration.

Tove Learning Trust is an equal opportunities employer. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires an enhanced DBS check.

CE Academy - Teacher of Hairdressing

Job Description

REPORTING TO:

The CE Academy Headteacher / SLT

CORE PURPOSE OF THE ROLE

- Supporting pupils and parents/carers in maximising effective learning and inclusion for pupils.
- Maximising the educational opportunities for pupils excluded, or at risk from exclusion from schools.
- The responsibility of a class teacher will include teaching, supporting pupils and promoting the philosophy and development of inclusion.
- To deliver a specialist support teaching service to schools, parents and children in accordance with the aims of the service.
- To ensure the development and maintenance of high quality professional input.
- To liaise with other agencies and services relevant to service delivery.

MAIN RESPONSIBILITIES

- Shared responsibility as member of a curriculum group and to develop areas of specialist teaching input.
- To follow the guidance and expectations of City & Guilds.
- To participate in the quality assurance process in line with City & Guilds requirements
- To undertake professional development benefiting individual and CE practice.
- To provide high quality assessment, teaching, support and advice to pupils, schools, parents and carers with particular reference to behaviour management.
- Monitor and evaluate the effectiveness of pupil programmes. Prepare reports and maintain records as requested by members of the Senior Leadership Team.
- To make a significant contribution to implementation of procedures and processes for the self-evaluation of all aspects of CE.
- Follow the Academy's financial systems as appropriate.
- When national agreements are in place, participate in the agreed appraisal and performance management systems for teachers and ensure that professional development needs are identified and that agreed professional development activities are undertaken.
- In all areas of work have regard to the Code of Practice on the Identification and Assessment of Pupils with Special Educational Needs.
- Seek the support and guidance of SLT/mentors when the issues lie outside the knowledge base or experience of the teacher.
- Develop and produce assessment and teaching resources.
- In collaboration with the examinations co-ordinator, arrange and administer examinations.
- To promote and ensure equality of opportunity and inclusion in education for all pupils.
- To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons, and to comply with policies and procedures relating to health and safety within the CE Academy.
- To carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.
- To travel throughout the county, transport pupils where necessary, often at short notice.
- Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

CE Academy - Teacher of Hairdressing

Person Specification

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE
Teaching qualification or other relevant qualifications or experience (at least 1 year successful experience working with disaffected young people in an education environment)		✔
Current driving licence, access to own car and agreement to use for work purposes	✔	
This post requires a satisfactory clearance of a DBS check. Maintain a member of the update service.	✔	
Qualified to: Level 3 Hairdressing	✔	
Level 4 IQA or equivalent		✔
Assessors Award/Certificate in accessing vocational achivement		✔
EXPERIENCE		
Minimum of 5 years salon experience		✔
Knowledge of City & Guilds		✔
Experience of working with young children in a similar environment		✔
Experience of problem solving and finding solutions within policies and guidelines	✔	
Experience of making decisions using statutory guidance	✔	
Evidence of successful and recent class/group teaching responsibility to GCSE or equivalent vocational level	✔	
Experience of managing problematic pupil behaviour in school	✔	
KNOWLEDGE AND SKILLS		
Effective classroom teaching, management and organisation, especially of difficult/disruptive pupils	✔	
Collaborative working — works effectively within a team while also demonstrating independence and initiative. Ability to relate and communicate effectively with people and work well with them	✔	
Pedagogical expertise — strong understanding of effective teaching and learning, including adaptive and evidence informed practice	✔	
Behaviour management — experienced with difficult or disruptive pupils; confident using behavioural, interactive and restorative approaches.	✔	
Multi-professional working — understanding of how to work effectively with external agencies to support holistic pupil development.	✔	

CE Academy - Teacher of Hairdressing

Person Specification

KNOWLEDGE AND SKILLS	ESSENTIAL	DESIRABLE
Ability to prepare and deliver appropriate curriculum using a range of teaching styles and methodologies	✔	
Able to communicate clearly, sensitively and professionally with pupils, families, colleagues and external partners.	✔	
Adaptive Teaching - Able to use variety of strategies and approaches, including behavioural and interactive	✔	
Relevant curriculum knowledge to match CE needs	✔	
Entitlement and needs of all pupils	✔	
Good interpersonal skills and skills in conflict resolution	✔	
Able and willing to offer transport to pupils as appropriate	✔	
Commitment to high standards — belief in the intrinsic worth and potential of every pupil, their parents and colleagues	✔	
Clear commitment to the CE Academy ethos	✔	
Commitment to development — reflective, proactive and dedicated to ongoing professional developement	✔	
Flexible, adaptable and responsive to changing needs within a dynamic AP environment.	✔	
Realistic, positive, assertive and supportive	✔	
Professional integrity - trustworthy, discreet, dependable and able to maintain professionalism under pressure.	✔	
Purposeful, persistent, thorough, stable and reliable	✔	
Resilience and positivity — enthusiastic, persistent and able to maintain humour and perspective.	✔	
Trustworthy, dependable and discreet	✔	
ABILITIES		
Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	✔	
Eligible to live and work in the UK	✔	
Work in accordance with the Trusts' values and behaviours. Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust	✔	
A commitment to safeguarding and promoting the welfare of children and young people	✔	

Statement of Ethos

Equal rights

The CE Academy regards all people as valuable individuals with equal rights. This implies that at all times positive action will be undertaken to ensure that all people within our area of influence feel supported and valued. This allows their strengths to be enhanced even when individual actions are rejected as inappropriate.

Self-respect

All people have the right to retain their self-respect at all times. There must be an empathy and delicacy of interaction. Relationships with the vulnerable must be carefully pursued to avoid putting them down, perhaps unintentionally. Positive attitudes will engender partnership in the enterprise of education. There will be consistent elements of consultation and negotiation for everyone.

The right to fail

Each member of the CE Academy community has the right to fail. The only way to avoid failure is to avoid doing anything.

Decisions that affect you

People have the right to be involved in decisions that affect them. Honest generous and kind communication is crucial to the integrity of all. Care will be taken to ensure that personal space is not invaded particularly at an emotional level but staff will also be open to the needs of pupils to communicate their thoughts, feelings and experiences in an atmosphere of acceptance.

What is the CE Academy?

The CE Academy is an educational provision. It believes that learning at a level that promotes intellectual growth is crucial to the enhancement of self-esteem. This is achieved through a rigorous approach to the provision of curriculum of a high quality that stimulates and engages its participants.

Equal rights to access education

The CE Academy believes that each pupil has an equal right to access education. This enables their best development so equipping them to grow purposefully into the responsibilities of adulthood.

Promoting a purposeful environment

The CE Academy promotes a purposeful environment. It provides opportunities for pupils to flourish within the safety of a structured framework that provides clear roles for all concerned. The framework empowers staff and pupils to take the risks necessary to change by sharing a negotiated learning experience. As part of this process consequential behaviour provides a focus for personal growth into an acceptance of the equal rights and responsibilities of all individuals.

Positively assertive and non-aggressive

The CE Academy approach is positively assertive and non-aggressive. While aggressive confrontations are regarded as unhelpful, it is acknowledged that many of our community will take time to come to terms with this. Mistakes will be made. Personal styles are taken into account and strategies are taught through mediation so that unnecessary confrontation can be better avoided in the future.

The CE Academy believes that it is within an atmosphere of rigour and positive acceptance that all are most likely to flourish and develop to their fullest potential. Staff are expected, pupils are encouraged, to fulfil and promote by example the ethos of the Service.

How To Apply / Recruitment Process

TO APPLY

To apply, please forward a completed application form and a covering letter to Tiffany Drew - **recruitment@ce-academy.org** Your statement should outline how you satisfy the qualification and experience elements of the Person Specification.

Application forms are on our website under the 'Vacancies' tab and scrolling down to 'Application Forms' or can be found here: CE-TLT Application Form (Non Teaching) and scrolling down.

Only applications using the CE application form will be considered.

For candidates invited to interview, these responses will be explored further, together with the other elements of the **Person Specification**. All applications will be acknowledged.

THE RECRUITMENT PROCESS

We will treat all enquiries, formal and informal, in confidence.

We encourage candidates to visit The CE Academy and meet a member of our Senior Leadership team, arrangements can be made by contacting The CE Academy HR Manager Tiffany Drew.
Please contact by email at **recruitment@ce-academy.org** who will make the necessary arrangements.

THE CLOSING DATE FOR APPLICATIONS
16/12/26 @ 5pm

INTERVIEWS
TBC

FURTHER INFORMATION

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description, but which is within the remit of the role, duties and responsibilities.

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References will be taken up for all shortlisted candidates prior to interview. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.

An Introduction -
Tove Learning Trust

Tove Learning Trust (TLT) was founded in 2016 at Sponne School in Towcester, Northamptonshire. Since its establishment, the trust has seen remarkable growth, positively transforming the education of thousands of students. Over the past nine years, TLT has expanded its reach to encompass 15 schools, including nine secondary schools, four primary schools, and alternative provisions. These are spread across two regional hubs in Northamptonshire and Milton Keynes, as well as the West Midlands.

As a family of academies, the trust is dedicated to inspiring education that leads to outstanding outcomes. We strive to ensure every student achieves their full potential by fostering stimulating environments where children can grow, develop, and flourish.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the trust, you will transform pupils' lives.

The trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

Employee Benefits:

- Medicash - Health Cash Plan:
  - 24/7 GP Appointments & prescription services
  - Dental treatment
  - Optical care
  - Physiotherapy
  - Skinvision - skin health tracker
  - A range of essential healthcare expenses
  - Exclusive discounts on shopping & travel
- Teacher & support staff pension schemes
- Employee Assistance Programme (EAP)
- Continuous Professional development (CPD)
- Training School Alliance
- Networking opportunities
- Specsavers eyecare voucher
- Flu vaccine
- Blue Light Card
- Discounted Gym Membership (where applicable)
- Stantonbury Theatre Discounted Tickets

TOVE LEARNING TRUST SCHOOLS

Northamptonshire

Primary School
- Whitefriars Primary School
- Wootton Primary School

Secondary School
- Elizabeth Woodville School (Roade & Deanshanger Campus)
- Huxlow Academy
- Rushden Academy
- Sponne School

Alternative Provision
- CE Academy
- New Horizons Academy

Milton Keynes

Primary School
- Knowles Primary School
- Water Hall Primary School

Secondary School
- Lord Grey Academy
- Stantonbury School

West Midlands

Secondary School
- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull





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01604 239 734 www.ce-academy.org

www.tovelearning.org.uk ToveLearningTrust ToveLearningTrust