

# Hampton Academies Trust



**Teacher of Social Sciences**

**Recruitment Pack**

**April 2023**

## Hampton Academies Trust

The Hampton Academies Trust was formed in September 2014 when Hampton College became a converter academy and formed a multi-academy trust. In September 2017, our second school Hampton Gardens School opened to 180 Year 7 students. The Trust's latest new school project, Hampton Lakes Primary School, opened in September 2019 to 26 reception children and moved into their new purpose built school in October 2020. In December 2020, we welcomed Dogsthorpe Infant School to the Trust.

**Required September 2023**

### Teacher of Social Sciences

(Flexibility with working hours will be considered)

We are looking for an imaginative and enthusiastic Teacher of Social Sciences to teach Psychology, Sociology & Criminology across our Trust. Psychology, Sociology and Criminology are extremely popular choices amongst our Sixth Form students.

The successful candidate will provide support to both Hampton College and Hampton Gardens Social Sciences departments. The two secondary schools are located a short walking/driving distance apart. Please note that flexibility regarding working hours will be considered, from 0.60 FTE to full-time.

The successful applicant will:

- Have the ability to teach Psychology and Sociology to A level and be able to communicate your enthusiasm for both subjects to students of all abilities.
- Have the ability to teach GCSE Sociology (AQA).
- Be familiar with the AQA specification requirements for A level in both Psychology and Sociology.
- Have the ability to possibly teach Criminology to sixth form students, WJEC board.
- Be able to raise achievement through motivating, challenging and inspiring students.
- Be a strong supporter of the school's ethos and vision.
- Have excellent teaching skills and good classroom management.
- Have the flexibility to deliver some aspects of Health & Social Care, if the timetable requires it.

#### What we can offer you in return:

- We value our staff and recognise the importance of providing ongoing training opportunities. As a growing Trust, we are also able to offer opportunities for promotion and fresh challenges as new roles arise regularly.
- Our active Staff Wellbeing Groups create an effective channel for staff to be heard, and underpins our commitment to cultivating a supportive working environment which allows staff to flourish and achieve their full potential.
- Our extensive induction programme supports staff every step of the way.
- Full access to the Health Assured Employee Assistance Programme, which is designed to help staff deal with any personal or professional problems. Staff have access to free legal advice, medical information, counselling sessions, online self-help tools, factsheets and the wellbeing portal.

For further details, please visit: <http://www.hamptonacademiestrust.org.uk/jobs/>

**Closing date: 9.00am on Monday 17 April 2023**

*Hampton Academies 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 successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).*

## Letter from Executive Headteacher

March 2023

Dear Applicant

Thank you for your interest in our permanent position of Teacher of Social Sciences with Hampton Academies Trust. This is an exciting opportunity to work across our Trust sites delivering quality teaching to our Psychology, Sociology & Criminology students. Please note that flexibility regarding working hours will be considered, from 0.60 FTE to full-time.

The successful candidate will provide support to both Hampton College and Hampton Gardens Social Sciences departments. The two secondary schools are located a short walking/driving distance apart.

Our recruitment pack gives details of the post and information on Hampton Academies Trust. I hope you will be inspired to apply for this exciting opportunity, and we look forward to receiving your completed application.

In the meantime, if you have any queries before the application deadline, please contact our HR Department on 01733 246824.

Yours sincerely



Dr. Helen Price  
**Executive Headteacher**

## Information about Hampton Academies Trust

In September 2014, we became a converter academy and formed our own multi-academy trust. **Hampton Academies Trust** opened its second secondary school, Hampton Gardens in September 2017. This development enables us to provide excellent education for the children and young people of the area, as well as offering our staff unrivalled promotion and professional development opportunities.

Since September 2018 we have operated a Sixth Form across both Hampton College and Hampton Gardens. The close proximity of the two schools has enabled a number of staff to teach and support across both sites. We also have the ability to deploy staff flexibly across the trust.

Our vision is to be a locality based, cross-phase MAT. We intend to grow our MAT in the medium term, and have been successful in our bid to run the primary provision on the new Hampton East development. Hampton Lakes Primary School opened in September 2019 to an initial intake of 26 reception children. The school is growing into a two form of entry primary school, with 420 children and has an on-site nursery provision, with 26 places, which opened during 2021. In October 2020, the children moved into their new purposed built school, located near Teardrop Lake.

The name of the trust reflects our local focus and we have no current plans to expand our operations beyond the Peterborough local area. We are not a corporate MAT (and do not want to be) and neither are we part of a regional/national chain. Our vision is to retain our 'homegrown' status and manage our growth in a sustainable way. We believe that MAT working can be most successful when you concentrate on what you know best, in the community you are invested in. All HAT schools are located within the city of Peterborough and in 2020 we were delighted to welcome Dogsthorpe Infant School into our family of schools. We anticipate our future growth will continue to focus on Peterborough and the surrounding area.

### **Schools in Hampton Academies Trust are:**

Hampton College Primary & Secondary Phases (all-through school)  
Hampton Gardens  
Hampton Lakes Primary School  
Dogsthorpe Infant School

The Trust Central Services team consists of Governance, Finance, HR, ICT and Site. Each department has their own office and key members of the team are based at either Hampton Gardens or Hampton College (Secondary Phase).

## Key Staff

### **Dr Helen Price - Executive Headteacher, Hampton Academies Trust**

Helen has been at HAT's first school, Hampton College, since it opened in 2005. She was the school's original Deputy Headteacher and took over as Headteacher in 2011. In 2014 when the school converted into a multi-academy trust, Helen became the Executive Headteacher. In January 2017 Helen relinquished the day to day running of Hampton College and moved across full time into her trust role.

### **Caroline Behan - Director of Finance and Resources, Hampton Academies**

Trust Caroline works closely with Helen at Trust level. She is a very experienced financial leader and joined HAT from St John Fisher School in Peterborough. She is also highly experienced in the field of school new build project management and procurement. Thanks to her stewardship and robust financial governance, the Trust is secure financially. Caroline is a key support to the Head of School in terms of financial planning and resource management.

### **Simon Walls - Trust Director of Sixth Form**

Simon took up the post of Trust Director of Sixth Form in September 2019. Simon has worked in Peterborough schools for over twenty years. Prior to joining the Trust Simon worked in a local school as Head of Post 16 provision. This previous experience has been pivotal to providing a strategic vision for building the provision of HAT sixth form and preparing Hampton Gardens for the expansion of our post sixteen provision in September 2022.

### **John Gilligan - Head of School, Hampton College (Secondary Phase)**

John joined Hampton College in January 2017 as Head of School after many successful years as Deputy Headteacher at Jack Hunt school. John leads Hampton College Secondary Phase on a day-to-day basis and is the strategic lead. Outside of this role, John has chaired the Peterborough Secondary Heads group, been a PiXL Regional Leader and delivers the NPQH for Teach First. He insists on teaching GCSE Geography.

### **Kevin Ainslie - Head of School, Hampton Gardens**

Kevin was appointed as the Head of School for Hampton Gardens in September 2022. Kevin has a background in Behaviour and Welfare from working across a number of Peterborough secondary schools. Kevin's experience of school leadership has provided the skills to continue the growth and development of Hampton Gardens. With a student-centred focus to removing barriers to learning and developing wide ranging experiences, Kevin is committed to working with all stakeholders to ensure that students of Hampton Gardens are fantastic young learners with exceptional opportunities for the next stage of their journey into further education and beyond.

## **Vision and Values**

Our vision as a Trust is to meet the needs of our students and equip them to fulfil their potential.

### **We value people:**

- Our schools will be welcoming places, at the heart of our community, valuing all people and their talents, beliefs and cultures equally;
- Students will feel safe and respected as individuals at school; they will feel happy to come to HAT schools to learn;
- All staff will feel valued, informed and involved in decision making;
- Parents and carers will feel well informed, and involved in their child's education.
- We recognise families as sources of love and care for their members, and as the basis of a society in which people care for others.

**We value learning:**

- HAT schools will provide for high quality teaching and learning, involving challenging and enjoyable activities; this will enable our students to think, and to produce high quality work;
- Our curriculum will cater for a wide range of ability and talent, and will provide students with a broad, general education of the highest quality. We will provide an outstanding choice of extra-curricular activities.

**We value positive behaviour:**

- HAT schools will have a positive ethos, which emphasises respect, responsibility and participation;
- Students will be encouraged to grow spiritually, morally, socially and culturally;
- We will place a high emphasis on maintaining positive relationships with students based on honesty and fairness;
- We will expect all members of the HAT school community to act with courtesy, respect and good manners;
- We will emphasise the pleasure in learning, and we will do our best to make sure that fun is part of the experience for all at HAT schools.

**We value health:**

- HAT schools will promote the importance of healthy living, and we will emphasise its impact on learning;
- In all areas of operation, HAT will stress the importance of healthy eating; students will be encouraged to drink water in most classes;
- All school sites are no-smoking areas at all times;
- We believe that the health and safety of students, staff and visitors are of paramount importance, and they will always be our first considerations;
- We will work with students, parents/carers and relevant external agencies to promote safe travel to and from school;
- In the interest of safety, students will receive clear messages about items that should not be brought onto HAT premises, or on school visits.

**We value leadership:**

- HAT schools will be well governed, managed and led, having excellent relationships with other schools and agencies. Resources will be used effectively to support learning;
- Students will be offered opportunities to show responsibility, and to develop leadership skills.

**We value our community:**

- HAT schools will emphasise the opportunities and responsibilities that life in a large community can bring;
- We will make our facilities available to members of our community for learning and for leisure;
- HAT schools will enhance community life;
- Students will be made aware of the positive roles they can play in our global community;
- Students will learn to respect religious and cultural diversity.

### We value our environment:

- We will provide an outstanding learning environment: stimulating, colourful and well cared for;
- Students will learn to respect their environment at a local, national and international level.

### We value the future:

- We will develop the next generation of citizens and leaders, willing and able to play active roles in their communities;
- We will lead out into the world young people who feel positive about themselves and demonstrate a passion for life, who respect the rights of other people and who are ready to make their mark.

## Information about Hampton College

Hampton College has now been established for seventeen years and has enjoyed a high degree of success both in terms of public examination results and recognition from Ofsted (four full inspections all *Outstanding* or *Good*).

The College opened in September 2005 with a roll of just 180 students in Years 7 and 8. In September 2009 we welcomed our first cohort of Sixth Form students and from September 2010 our secondary school was complete with students in all Years from 7-13.

### Development of the ‘all-through-school’:

In order to meet the unprecedented demand for primary places on the Hampton development, the Local Authority asked Hampton College to open the Primary Phase a year early, in September 2012, on the site of Hampton Hargate Primary School. A brand new state-of-the-art primary school building opened in September 2013, next to the current secondary school’s campus. The Primary Phase now serves the full primary age range. The model for the primary phase’s growth, one year at a time, until its completion in 2018, is exactly how the secondary phase was established. We work closely with our Primary colleagues to devise innovative, cross phase learning that ensures curriculum continuity and cohesive approaches. A number of secondary colleagues teach across both phases.



Our current roll is 1,654, including 418 in Primary Phase and 221 in the Sixth Form.

### Teaching and Learning

We are proud of the quality of teaching and learning that goes on, every day, at Hampton College. Teachers are well qualified, innovative and inspirational. We encourage teachers to try new ideas, whilst maintaining the high expectations and standards. Knowledge acquisition is paramount and students receive excellent support from subject specialist staff and first rate teaching assistants. Ofsted, in 2017, commented that pupils enjoyed learning at Hampton College, that pupils were keen to learn and were appreciative of the work of their teachers.





## Curriculum Plan

There are five lessons a day, each one hour five minutes duration. We have a three-year KS3 and follow a predominantly academic curriculum in KS4 and Post 16, with an expanding range of vocational and applied learning courses on offer here and across the trust. Please see the College website and online prospectus for further information.

### The School Day (all lessons are one hour)

8.30am	Morning Registration/Assembly
8.45am	Period 1
9.50am	Period 2
10.55am	<b>Morning Break</b>
11.15am	Period 3
12.20pm	Period 4
1.25pm	<b>Lunch Break</b>
2.05pm	Period 5 (Afternoon Registration)
3.10pm	End of School

## Information about Hampton Gardens

Hampton Gardens is an 11-19 free school, which opened in September 2017. We are an inclusive school which is proud to serve the local community of Hampton, Yaxley and Cambridgeshire. The school serves just under 1200 students, offering 210 places in each year group and 300 places for Post16 students.

Hampton Gardens operates its Sixth Form jointly with Hampton College, which is located on a neighbouring site. Students are able to access courses and provision available in both schools. It is planned to expand Sixth Form provision over the coming years, with full capacity expected by approximately 2023/24.



## Hampton Gardens' Facilities

Hampton Gardens is a purpose built school which was handed over to the Trust in August 2017. The state of the art school buildings and grounds include the following design features:

- A full size floodlit 3G all-weather pitch, suitable for a range of sports
- An auditorium for performances and assemblies, with retractable seating
- A stunning double height library/learning resource centre at the heart of the school
- An exceptionally well-equipped Science department, including show laboratories for regional events
- An outside amphitheatre and attractively landscaped grounds for sport and for students to enjoy at break and lunchtimes



Classrooms are airy and light and are all equipped with interactive facilities. The school hall provides an impressive public space, with seating capacity for 400 people; the grounds are attractive and spacious and are utilised well at break and lunchtimes in fine weather.

### Ofsted

Hampton Gardens School was visited by an inspection team from Ofsted in November 2021 and this was the school's first inspection. We can confirm that the rating for Hampton Gardens from this latest inspection is Good. The full report is available online.

**Vision and Values:** Since opening the trust's first school, we have emphasised two key themes: 'People' and 'Learning'. We believe that positive working relationships are the key to effective learning, and we work hard to ensure that students and staff feel safe, valued and happy in their work.

**The School Day is as detailed above**

### The Role

This is a new and exciting opportunity to provide support to both Hampton College and Hampton Gardens Social Sciences departments. The two secondary schools are located a short walking/driving distance apart. We envisage that the successful candidate will work at Hampton College for three days and two days at Hampton Gardens. A job share will also be considered for this role.

### The Department

The Social Sciences department at both Hampton College and Hampton Gardens are enthusiastic, creative and friendly departments. We strongly believe in the full engagement of all students to achieve their potential through a range of exciting and innovative teaching and learning strategies. The Social Sciences department prides itself on a cross-curricular, collaborative approach, and places great emphasis on constructive self-evaluation.

The subjects included in the department are Psychology, Sociology, and Criminology. At KS4, Sociology is offered following AQA. At KS5, Criminology is offered as an Applied Diploma equivalent to A' level. Additionally, we follow AQA at A' level for Sociology and Psychology.

Educational visits and talks from specialists have been an important part of the work of the department. Such trips included participating in mock trials and dissertation conferences at the local university. We also attend subject conferences to support exams alongside more specialist talks such as the Psychology of Serial Killers led by a Forensic Psychologist. We organise many talks within school to maximise learning experience and to support career pathways, these have included talks from Detectives, Prison Officers, Solicitors, Addiction Support Workers and our local MP.

#### Psychology - AQA

Psychology is a very popular subject which links to both the natural and social sciences. It is a diverse subject that enables students to gain insight into the human mind and behaviour. You will teach psychological theories, concepts and research, and help students to develop the ability to identify ethical issues and use a range of research methods to investigate psychological issues. This is an exciting opportunity for an outstanding teacher to join this successful and popular school.

### Sociology -AQA

Sociology is a highly popular subject working well alongside Psychology, Criminology and Health and Social Care. Sociology students enjoy debating the role of the family in society and completing extensive essays on topics such as examining theoretical accounts for inequalities in educational achievement. You will teach the AQA Sociology specification covering education and families with an emphasis on research methods at KS4 and 5. Sociology students thoroughly enjoy the topics covered, actively engaging in the material. This is a fantastic opportunity for a very rewarding post.

### Criminology -WJEC

Criminology is a relatively new subject but one that is very popular and very enjoyable. Students complete controlled assessment and exams for this course and cover topics such as how laws are made through to miscarriages of justice. This subject is a delight to teach.

### Health & Social Care - Pearson

As a BTEC qualification, Health and Social care is a popular subject which has very good links with psychology and Sociology. Therefore, incorporated in this role may be the requirement to deliver aspects of Health & Social Care.

You will have opportunity to cover the current and new Edexcel Specification. Students have the opportunity to study units covering, understanding working within Health and Social care including roles and responsibilities, how the human life span develops over time, and how to meet the needs of individuals within the Care sector and how to support them. There is then an opportunity to select a further unit from Sociological Perspectives, Psychological Perspectives, Physiological Disorders and supporting individuals with additional needs.

This is an exciting opportunity either to start your teaching career or to develop as a teacher, in a supportive environment, within a Trust that values its staff and recognises the importance of providing ongoing training opportunities for further development.

## **Safer Recruitment**

Hampton Academies 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 successful applicant will require an enhanced disclosure from the Disclosure & Barring Service.

In accordance with Keeping Children Safe in Education, the school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

For more information, please refer to:

[HAT: Recruitment & Selection Policy & Procedure](#)

## Equality & Diversity

The Governing Body of Hampton Academies Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

For further information, please refer to the school's [Equality & Diversity Policy \(Staff\)](#).

## Promotion Opportunities

As an expanding trust, there are permanent posts and opportunities for promotion, which arise regularly.

## Applications

Please download an application form from the Trust website:

[www.hamptonacademiestrust.org.uk/jobs/](http://www.hamptonacademiestrust.org.uk/jobs/)

Please complete an application form, and also enclose a letter of application outlining how your skills and experience meet the requirements of the person specification. Applications should be sent to:

HR Department  
Hampton Academies Trust  
C/O Hampton College  
Eagle Way  
Hampton Vale  
Peterborough  
PE7 8BF

Tel: 01733 246824

OR apply by e-mail to [jobs@hamptonacademiestrust.org.uk](mailto:jobs@hamptonacademiestrust.org.uk)

**Application Closing Date: 9.00am on Monday 17 April 2023**

## Job Description

<b>POST TITLE:</b>	<b>TEACHER OF SOCIAL SCIENCES</b>
<b>GRADE:</b>	MPS/UPS
<b>MAIN PURPOSE:</b>	Teaching Promoting the highest standards of behaviour in order to promote a calm working environment in the College, and to create an atmosphere conducive to learning
<b>RESPONSIBLE TO:</b>	Head of Subject / Department SLT Link
<b>RELATIONSHIPS WITH:</b>	Head of Department Heads of House (HC) / Heads of Year (HG) Director of Sixth Form SENDCo / Teaching Assistants Support Staff Other teachers Parents

### RESPONSIBLE FOR:

- a) Teaching students of the full range of age and ability;
- b) Contributing to the development of the Department's curriculum;
- c) Following college and departmental procedures on assessment, recording and reporting, including communication with parents at consultation evenings;
- d) Taking part in departmental activities such as field trips;
- e) Undertaking such departmental responsibilities as are delegated by the Head of Department;
- f) Carrying out a share of supervisory duties in accordance with published rotas;
- g) Setting and marking home learning in accordance with college and departmental policies;
- h) Participating in meetings with colleagues and/or parents/carers with regard to the above responsibilities.

### TEACHER RESPONSIBILITIES

- a) Have a thorough and up to date knowledge of their subject(s) and should take account of wider curriculum developments that are relevant to their work;
- b) Consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs, including students with special educational needs, and gifted or talented students. They should be aware of, and take proper account of the strategies agreed in IEPs (Individual Education Plans) and IBPs (Individual Behaviour Plans);
- c) Consistently and effectively use a range of appropriate strategies for teaching and classroom management;
- d) Consistently and effectively use information about prior attainment to set well-grounded expectations for students, and monitor progress to give clear and constructive feedback;
- e) Be able to make use of the performance data available in the school in order to determine how much progress their students are making;
- f) Take responsibility for their own professional development and use the outcomes to improve their teaching and students' learning;
- g) Make an active contribution to implementing the policies and aspirations of the school;
- h) Be effective professionals who challenge and support all students to do their best;
- i) Set and maintain high expectations for student behaviour;

- j) Set a good example to students, in terms of appropriate dress, standards of punctuality and attendance etc;
- k) Be mindful that the school statement of vision and values emphasises FUN in learning, and plan and teach accordingly.

#### GENERAL NOTES

1. The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document and the Conditions of Service ("Burgundy Book") and are additional to the general duties and responsibilities of a Teacher;
2. These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
3. These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

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## Person Specification

### THE POST: Teacher of Social Sciences

We are looking to appoint an imaginative and enthusiastic Teacher of Social Sciences on a permanent basis. Please note that flexibility regarding working hours will be considered, from 0.60 FTE to full-time and we will also consider a job share for this role.

You will be expected to contribute to the continued development of the Department's curriculum. You should be able to communicate effectively with students and colleagues as well as having good organisational skills.

You should be a reflective practitioner, interested in developing your practice and trying out new strategies in your teaching. You will already be, at least, a fairly good user of ICT, and happy to learn more. Above all, we wish to appoint an imaginative and enthusiastic teacher, who will be keen to work alongside a team determined to create an excellent department.

It is important that students have the opportunity to extend their interest and enthusiasm for Social Sciences by taking part in extra-curricular activities, visits and competitions. We would welcome any contribution you could make to these activities at Hampton College.

You will have a passion for working with young people and you will relish the satisfaction that comes from helping them to develop and to learn. The successful candidate will be an important part of the department and can expect the support needed to develop their career further.

	<u>Essential</u>	<u>Desirable</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>Relevant 'A' Levels (or equivalent) and Degree</li> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Good Honours degree (2.1 or better)</li> <li>Ability to teach more than one subject</li> <li>Ability to teach aspects of Health &amp; Social Care</li> </ul>
<u>Experience</u>	<ul style="list-style-type: none"> <li>Relevant teaching experience or teaching practice</li> <li>Experience of working with students with a wide range of ability</li> </ul>	<ul style="list-style-type: none"> <li>Currently working or training in UK state secondary school</li> <li>Relevant 'life experience' e.g. time working in business or industry</li> </ul>
<u>Knowledge and understanding</u>	<ul style="list-style-type: none"> <li>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li> <li>Statutory National Curriculum requirements at the appropriate key stage;</li> <li>The monitoring, assessment, recording and reporting of pupils' progress;</li> <li>The statutory requirements of legislation concerning Equal</li> </ul>	



	<p>Opportunities, Health &amp; Safety, SEN and Child Protection;</p> <ul style="list-style-type: none"> <li>• The positive links necessary within school and with all its stakeholders;</li> <li>• Effective teaching and learning styles.</li> </ul>	
<b><u>Skills</u></b>	<ul style="list-style-type: none"> <li>• Ability to use innovative, active teaching methods</li> <li>• Ability to use ICT as a learning/admin tool</li> <li>• Effective communication skills, written and verbal</li> <li>• Good organisational skills</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to offering effective extra- curricular activities</li> </ul>
<b><u>Personal Characteristics</u></b>	<ul style="list-style-type: none"> <li>• Approachable</li> <li>• Committed</li> <li>• Enthusiastic</li> <li>• Able to motivate self and others</li> <li>• Calm under pressure</li> <li>• Well-organised</li> </ul>	
<b><u>Safeguarding Competencies</u></b>	<ul style="list-style-type: none"> <li>• Demonstrates empathy for the concerns of others</li> <li>• Shows respect for other's feelings, views and circumstances</li> <li>• Seeks and uses professional support appropriately</li> <li>• Can demonstrate flexibility of approach</li> <li>• Shows a personal commitment towards safeguarding children</li> </ul>	