



PRINCE ALBERT COMMUNITY TRUST

RECRUITMENT PACK





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LETTER FROM THE CEO AND DEPUTY CEO

Dear Candidate

Thank you for taking the time to download the application pack and expressing your interest in the current vacancies at Prince Albert Community Trust.

This pack has been developed to provide you with a summary of all the information you need to consider when applying for a job within PACT and to decide whether we are 'right' for you.

Within the pack you will find a brief summary about the trust and details of how to apply for this post should you choose to make an application.

We wish you every success with your application and we look forward to meeting you soon.

Sajid Gulzar



Phillipa Sherlock-Lewis



WELCOME FROM OUR CEO

I was born and have grown up in inner city Birmingham. As a child I attended Highfield Junior & Infant School, a large Victorian built primary school in the Saltley area of the city. I was delighted when Highfield joined our family of schools, becoming the third member of the Prince Albert Community Trust (PACT) in 2016. My parents were first generation immigrants from Pakistan and from a very early age instilled in me the value and transformational power of education, a journey that I began at Highfield in 1978 as a four-year-old who spoke no English.



My background and experiences give me a unique insight into the communities I currently serve as Executive Headteacher and CEO of PACT. We have many children at our ever-growing group of PACT schools and I have the same high expectations for all of them. We understand that from time to time some of our children and families experience very challenging circumstances, we are clear in our belief however that there is no excuse for underachievement and that regardless of their situation; all of our students will fulfil their potential. It is this belief that was the genesis of the idea of Prince Albert High School and led to its conception.

PA High is without a doubt the most exciting project I have had the privilege to be involved in. The school opened in September 2021 next to the Athletes Village of the Birmingham Commonwealth 2022 Games. It will provide the opportunity for us to continue to educate our PACT primary aged children through to 16 and 18 years old. As educators and those responsible for building the foundations for future educational success for our children, we believe that everything that happens in our schools has to be good enough for our own children, if we are to accept it as good enough for the students that we serve. I insist that all staff have to buy into this philosophy. This message has been embraced by staff and as a result: all of the PACT schools provide an excellent quality of education led by a dedicated and talented Senior Leadership Team. I would be proud to send my own children to any of our schools.

I lead a highly committed and talented group of people who go above and beyond on a daily basis in order to ensure that our students get the most out of their primary school education. We value highly and invest heavily in staff development in order that we have the very best people working with our children. PA High will enable us to continue to do this and take the responsibility for preparing our children for adult life.

For many of our students, as it was for me, growing up in inner city Birmingham, this is their one chance to secure a future for themselves and their families. The gravity of our responsibility must never be underestimated.

Sajid Gulzar OBE

WELCOME FROM OUR DEPUTY CEO

I am a mom of five wonderful children and I passionately want the very best for each and every one of them, they are all unique individuals which means no one model suits them all. What I want for them is the same as any parent would want for their child; the very best. The best school, the best teachers, the best opportunities, the best sports coaches, the best dinner staff and the best pastoral care in order to ensure they are happy, safe and successful, today and in the future.



I have worked as a teacher and leader in numerous schools across Birmingham for the last 22 years. Being the Deputy Chief Executive Officer for The Prince Albert Community Trust is an exceptionally privileged position which enables me to strive and achieve for PACT children what I want for my own. One of our mantras is "we work this hard because we believe that our schools have to be good enough for our own children...we hope someone will work this hard for our children."

Key to achieving our PACT vision of "united we are world class" is one of my core principles; developing people. I believe by inspiring and developing staff we will inspire and develop our students and so we work extensively to personalise the learning for all. I feel blessed to work with the children, staff, and trustees of the PACT. My role allows me to work with and for all of our schools. Having a strategic overview of their strengths and areas for development, we work tirelessly to support each other across the PACT working in true collaboration.

We actively seek and positively welcome challenge, feedback and suggestions. Please feel free to see any of our staff, myself, or our feedback section on our websites and help us on our journey. The door is always open.

Phillipa Sherlock-Lewis

OUR PHILOSOPHY

We want our school leavers to have a strong sense of purpose and for them to understand that they can benefit from society but more importantly can be a benefit to society. We want our pupils to be hard working, ambitious and resilient. They will understand their rights and responsibilities as British citizens and their roles in improving their neighbourhoods and communities. They will have every opportunity to develop their emotional intelligence and decision making skills. They will develop an understanding of local, national and international issues and will have an awareness and understanding of their position as global citizens.

We have a fundamental and strongly held belief that our pupils have the potential to achieve the highest academic standards and to compete with high achieving pupils locally, nationally and internationally. We want to prepare our children for the very best job opportunities the world has to offer, to make this possible we are developing working partnerships with leading universities and business regionally, nationally and globally.

The success of our primary schools is built on the relationship we enjoy with our families based on mutual trust and an understanding that we only want the very best for our pupils. Our extensive knowledge of our pupils prior to their arrival in year 7 along with the excellent pastoral care at the school will provide the pupils with a safe and supportive environment that will enable them to succeed.



OUR PURPOSE, AMBITION AND VALUES

OUR PURPOSE

Enable every pupil to succeed at school and in life

OUR AMBITION



Exceptional pupil wellbeing



Exceptional education



Exceptional people



Exceptional infrastructure



Sustainability



OUR VALUES

In all that we do we demonstrate:

Passion – inspiring a love of learning and being determined to make a difference

Aspiration – wanting the very best for our pupils, our families, our communities and our staff

Collaboration – working positively with each other, with parents and carers, other stakeholders and partners to achieve our goals

Trust – acting with integrity, being reliable and caring to create a safe and respectful environment for all to learn and work in

SAFEGUARDING POLICY

CHILD SAFEGUARDING POLICY

The Trust is committed to Safeguarding and Promoting the Welfare of all its students. Each students' welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with Special Educational Needs, 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 in a positive way. Whilst at PACT, their behaviour may be challenging, we will always take a considered and sensitive approach in order that we can support all our students.

The Trust's Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.

Everyone in the education service shares an objective to help keep children and young people safe by contributing to:

- Providing a safe environment for children and young people to learn in education settings; and
- Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in the education setting'

KEEPING CHILDREN SAFE IN EDUCATION 2021

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2021. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

Please visit each school's website by clicking on the images below for their full policy.



TRUST PHYSICAL EDUCATION AND SPORT PRACTITIONER

SALARY GRADE 3 TERM TIME ONLY (TTO) £18,596 - £24,610
HOURS PER WEEK 36.5

The Prince Albert Community Trust (PACT) is a family of schools, where making a positive difference to children's lives is at the heart of all we do. We are a forward thinking place of work and we ensure that bespoke professional development and support drives our relentless pursuit of excellence for all. We firmly believe in the coaching model and actively promote both our internal training offer and external qualification pathway. We have fantastic pupils and staff, supportive Trustees and Academy Representatives and serve a great community. As a Trust Physical Education and Sport Practitioner you will be working closely with the Trust wide PE department. This is an exciting role, that will help us to build on the successes of our Trust wide PESSPA strategy. We are a well-resourced MAT, and you will be greeted with a smile every day. If you believe you possess the qualities to take on this exciting challenge, then we would be delighted to hear from you.

The successful candidate will:

- Be passionate and dedicated to developing Physical Education, school sport and healthy active lifestyles for children and young people.
- Be capable of supporting and developing others in their delivery of Physical Education.
- Be well organised and have excellent communication skills.
- Have proven experience of working with children and young people.
- Be capable of developing and implementing a comprehensive out of school hours offer.
- Have the ability to collaborate effectively with key internal and external stakeholders

We can offer you:

- An opportunity to be at the heart of an exciting and growing Multi-Academy Trust,
- A highly supportive executive team invested in your growth and professional development,
- A working culture that promotes diversity, equality and social justice,
- A caring working environment where your welfare is of paramount importance,
- Excellent care and support for all staff,
- Comprehensive induction and on-going support opportunities for professional development.

Benefits

- Subsidised Private Healthcare package, Discounted gym membership,
- Retail discounts and cashback, Free confidential advice, information and counselling service,
- Well-being days

Further information about the schools, our outcomes and philosophy can be found on our Trust's website. The application pack can be downloaded from any of the school websites and your application should be submitted to HR@the-pact.co.uk.

Please note, we do not accept CVs.

The PACT 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 is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role".

Closing Date: Wednesday 31st August 2022

JOB DESCRIPTION

JOB TITLE: Trust Physical education and Sport Practitioner (Grade 3)

PURPOSE OF THE POST:

- To provide support in the delivery of a high-quality Physical Education curriculum across the Trust.
- To provide staff and key identified stakeholders with Physical Education development opportunities to enhance their delivery and understanding of the curriculum.
- To develop out of school hours provision and increase pupil engagement in physical activity and school sports across the Trust.
- To develop opportunities for pupils to engage in sporting competition.
- To support the maintenance and development of PESSPA resources.

ACCOUNTABLE TO: Trust Lead for Sport, Head of School, Director of Partnerships and Marketing

DUTIES AND RESPONSIBILITIES

- To be responsible for the provision of Physical Education, school sport and physical activity (PESSPA) support in all areas, using specialist knowledge to meet the needs of our stakeholders.
- Model good practice and contribute to planning and delivery of appropriate training to teachers and support staff where required to enhance and improve the delivery of PE across the Trust.
- To supervise assigned members of staff ensuring that communications are consistent and effective.
- To support with the delivery and implementation of the Physical Education curriculum across the Trust.
- To plan and deliver a comprehensive programme of out of school hours activities ensuring they are fit for purpose and respond to pupils needs.
- To plan and oversee a comprehensive competition calendar ensuring that all pupils are given opportunities to participate in competition.
- To plan and deliver a comprehensive enrichment programme in line with the Trust strategic aims for PESSPA. To promote exit routes whenever possible and actively engage with Trust partners where appropriate to support participation in sport and physical activity above and beyond the school day.
- To assist with the organisation of outdoor education, residential visits and holiday club activities and attend these where appropriate.
- To accompany pupils to school sports events.
- To raise the profile of PESSPA across the Trust by contributing to appropriate communications to share outcomes and best practise, keeping key stakeholders well informed.
- Objectively assess, provide feedback and reports as necessary on pupil development, progress and achievement.
- Within the Trust policy, apply behaviour management strategies and techniques to manage behaviour constructively and contribute to a purposeful learning environment.
- Support the role of parents/carers in pupils' learning and contribute to meetings with parents/carers to constructively feedback on pupil progress/achievement.
- Promote independence and employ strategies to recognise and reward achievement of self reliance.
- Use ICT effectively to support learning activities and develop pupil' competence and independence in its use.
- Select, organise and manage safely the learning activities, teaching space and resources, taking account of pupils' interests, language and cultural backgrounds

Administration:

- To record and monitor all pupil participation in PESSPA related activities ensuring GDPR compliance at all times.
- To produce effective communications with key internal and external stakeholders on PESSPA related matters.
- To contribute to the development and implementation of the sport premium report.
- To ensure all PESSPA delivery is appropriately planned for in line with the national curriculum or activity being delivered.
- To ensure that all PESSPA related activities including those off site are effectively risk assessed taking into consideration the needs of all pupils.

JOB DESCRIPTION

JOB TITLE: Trust Physical education and Sport Practitioner (Grade 3)

Development

- Contribute to the development and implementation of policies relating to PESSPA
- In consultation with appropriate Heads of Department / Subject Leaders, assist in the development and monitoring of relevant plans and procedures to support the implementation of the curriculum and school PESSPA related targets

Health & Safety and Security

- Effective maintenance and storage of PESSPA equipment ensuring it is safe and fit for purpose.
- To ensure that all tasks and PESSPA activities are carried out are with due regard to Health and Safety
- To work proactively to ensure that equipment is protected from damage or misuse and to be vigilant in spotting unsafe or dangerous equipment and /or activities and to take appropriate action
- To ensure that PESSPA activities are consistently delivered in line with the risk assessment in place.
- To undertake appropriate professional development including adhering to the principle of performance management
- To provide support for the wider community of our schools as directed.
- To liaise with suppliers to obtain quotations for PESSPA related purchases, ensuring best value To liaise with key internal and external stakeholders where appropriate

To adhere to the ethos of the Trust and its schools:

- To promote the agreed vision and aims
- To set an example of personal integrity and professionalism
- Attendance at appropriate staff meetings
- Individuals have a responsibility for promoting and safeguarding the welfare of children and young people they are responsible for or come into contact with
- To undertake any other duties as commensurate within the grade in order to ensure the smooth running of the Trust and its schools

PERSON SPECIFICATION

Criteria	Essential	Desirable	M.O.A
EXPERIENCE (Relevant work and other experience)	<ul style="list-style-type: none"> • Experience of delivering Physical Education in primary schools. • Good working knowledge of the primary PE National Curriculum. • Experience of delivering inclusive sport Knowledge of child development and long-term athlete development. • Excellent understanding and working knowledge of the sport premium funding requirements and ability to assist in reporting. • Able to work with other professionals. Good knowledge of school system. • Experience of leading and supporting children in a classroom environment, including those with special educational needs. • Use materials and equipment safely and efficiently • Excellent working knowledge of Microsoft Office 365. • Experience of organising and leading sporting competitions. • Experience of taking children to off site activities. 	<ul style="list-style-type: none"> • Experience of working in a Multi Academy, or educational establishment • Experience of supporting staff in a classroom environment to enhance their delivery. 	AF/II/T
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • A good standard of spoken and written English. • Be flexible and an adaptable person with a pleasant manner and a willingness to work for the aims of the Trust. • Excellent organisation and communication skills including proficient use of Microsoft Office 365. • Ability to understand and carry out oral and written instructions Ability to plan structured lessons in line with the national curriculum • Ability to plan coaching sessions, including after school clubs, appropriate to the age of the pupils • Knowledge of the legal and organisational requirements for maintaining the health, safety and security of yourself and others in the environment. • Knowledge of strategies to recognise and reward efforts and achievements towards self-reliance that are appropriate to the age and development stage of the pupils. • Ability to consistently and effectively implement established behaviour management strategies. • Ability to establish positive relationships with pupils and empathise with their needs. 		AF/II/T

PERSON SPECIFICATION

Criteria	Essential	Desirable	M.O.A
TRAINING	<ul style="list-style-type: none"> Willingness to participate in further training and developmental opportunities offered by the Trust to further knowledge and skills. 		AF/I
EDUCATION/ QUALIFICATIONS	<ul style="list-style-type: none"> Level 2 Literacy and Numeracy or GCSEs grade 5 and above A good standard of Further Education Qualifications such as A-Levels or equivalent (Level 3 or 4). Level 2 NGB Qualification in more than one sport BTEC or A Level P.E Level 3 qualification in PESS 	<ul style="list-style-type: none"> HNC in Sport /HND in Sport /Sports degree First Aid qualification 	AF/I
OTHER	<ul style="list-style-type: none"> Commitment to equal opportunities Enhanced DBS check Availability to work before and after school hours Demonstrate good professional conduct and professional appearance. Have energy, dynamism and a sense of humour. Have a strong work ethic and high expectations. Work to and promote health and safety principles. A commitment to safeguarding children A commitment to equal opportunities. 	<ul style="list-style-type: none"> Holds a full UK drivers licence and has the ability to work across MAT locations where needed. 	
CONTRAINDICATION	<ul style="list-style-type: none"> Criminal conviction including offences against children 		AF/I

Method of Assessment (M.O.A.)

A.F. = Application Form; I = Interview; T = Test or Exercise; P = Presentation

EXPLANATORY NOTES

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will **not** be accepted in place of a completed Application Form.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- Candidates should be aware that all posts in Prince Albert Community Trust involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
- Accordingly, 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, on either a paid or voluntary basis, your current employer will be asked about disciplinary offence, 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, your current employer will be asked about your suitability to work with children, although it may be answered not applicable where it is appropriate; if your duties have not brought you into contact with children or young people for instance.

INTERVIEW PROCESS

After the closing date, short listing will be conducted by a Panel. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient.

We will seek references on shortlisted candidates for Trust based positions and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Special Conditions of Employment

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions caution or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with Prince Albert Community Trust's Disciplinary Procedure.

Health And Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in Prince Albert Community Trust's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Equality and Diversity

Prince Albert Community Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

Training and Development

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

CONDITIONAL OFFER: PRE- EMPLOYMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory Enhanced DBS Check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked, or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance

HOW CAN I APPLY?

Please send a completed application form to **hr@the-pact.co.uk**. This is an exciting and very rewarding role and we look forward to receiving your application.

Adverts Open

Weds 20th July 2022



Shortlisting

w/c 5th September 2022



Closing Date

Wednesday 31st August 2022



Interviews

TBC

All applications will receive an email confirmation within 3 days of receipt of application; if you do not receive this please contact the **PACT HR team** on **HR@the-pact.co.uk**. The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided. If you do not hear from us within 10 working days of the closing date of this position, unfortunately you have been unsuccessful on this occasion. Please note that PACT does not provide feedback to applicants who have not been shortlisted for a post.

Prince Albert Community Trust pays full regard to 'Keeping Children Safe in Education' guidance 2021. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

The information supplied in your application, as well as any supporting documents provided at the application or interview stage, will be used as part of the PACT recruitment and selection process. All information is stored securely and all data submitted by unsuccessful candidates will be destroyed responsibly after 6 months from the date of interview.

We reserve the right to withdraw from this recruitment process at any given point.

CONTACT US

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