

Outdoor Education and Pupil Engagement  
Instructor

# Recruitment Pack



Nurturing inclusive learning communities

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## CEO WELCOME

Dear Applicant,

Thank you for your interest in this vital new post of Instructor at Ethos Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for this position.

The overarching aim of Ethos Academy Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

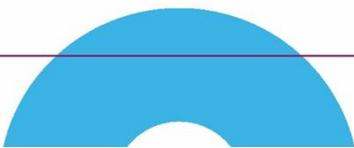
We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We currently have four academies (Ethos College, Reach Academy, Evolve Academy and Engage Academy) and we have high aspirations for future growth. In addition to the academies, the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

Thank you for your interest in Ethos Academy Trust.



Jayne Foster  
CEO, Ethos Academy Trust



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## HEADTEACHER WELCOME

Dear Applicant,

Reach Academy is a well-established Alternative Provision in Kirklees, specialising in supporting Key Stage 3 pupils with wide-ranging Social, Emotional and Mental Health (SEMH) needs.

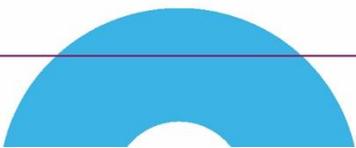
At Reach Academy, we believe that all pupils deserve the opportunity to be supported to re-engage with learning and school life. We achieve this within a stimulating, safe and welcoming environment, where the curriculum is personalised to meet the differing needs and interests of all our pupils. Our staff pride themselves on offering a nurture-based approach and a high quality educational provision that supports pupils to achieve positive outcomes and become ready to move onto further success in their next educational setting.

We are committed to ensuring that our staff are fully equipped to deliver a personalised, aspirational offer that meets the needs of all pupils. We therefore have a comprehensive staff training programme to enable our team to continue to develop their knowledge, skills and practice, with a high focus on supporting all aspects of SEMH needs.

Thank you for your interest in working at Reach Academy. Visits to the school are always welcome, so please do not hesitate to contact the main office for further information.



Hannah Lord  
Head Teacher, Reach Academy



# TRUST MISSION

Our vision at Ethos Academy Trust is to create **nurturing inclusive learning communities**.

To enable us to achieve this, our mission is that Ethos Academy Trust will draw upon the expertise of our specialist staff and wider partners to provide timely, personalised support, intervention and provision in order to maximise the life chances of all children and young people, informed by a thorough understanding of their strengths and needs.



## Leading

**with integrity**

- Championing honesty and transparency
- Building trusting relationships



## Encouraging

**freedom and responsibility**

- Working collaboratively
- Investing in effective partnerships



## Thinking

**innovatively**

- Finding creative solutions
- Meeting individual needs



## Improving

**continuously**

- Raising standards
- Developing strong and effective leaders



## Celebrating

**achievement**

- Improving academic progress
- Enriching personal development

**ETHOS**  
ACADEMY TRUST

Nurturing inclusive learning communities



Nurturing inclusive learning communities

**Ethos College** provides long term full time education places for Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. Additional 1:1 teaching is also available for a small number of pupils across Key Stages 1 to 4 who are referred with medical needs or for those whose needs are more complex.

Our mission at Ethos College is to create a secure and stimulating learning environment in which all students are valued and respected, their learning is promoted and their strengths are nurtured. Our focus is to prepare young people for transition to post-16 education, employment or training.



Nurturing inclusive learning communities

**Reach Academy** is a well-established school for children in Key Stage 3 (ages 11 to 14) with Social, Emotional Mental Health (SEMH) needs. Some have been permanently excluded from Kirklees secondary schools. A high proportion of children make a successful return to their local or another mainstream school following their time at Reach Academy, while some progress to special school provision in order that their long term needs can be met.

We are committed to improving the life chances of pupils by removing barriers to engagement and achievement. Our aim is to create a secure and inspiring environment where every child is empowered to take ownership of their learning and their futures.



Nurturing inclusive learning communities

**Engage Academy** is a school for primary aged children in EYFS 2 and Key Stages 1 and 2 (ages 4-11) who are at risk of permanent exclusion and / or are permanently excluded from a mainstream school. A high percentage of our children have Social, Emotional Mental Health (SEMH) needs along with undiagnosed complex needs. All pupils are assessed whilst with us and the majority receive an Educational Health and Care Plan (EHCP) prior to going to their next school ensuring their needs are met in the future.

We offer a nurturing, safe, inclusive and friendly environment where the building of trusting relationships is paramount. We have a broad, creative curriculum that enables all pupils, regardless of need, to achieve their potential and thrive in their new schools.



Nurturing inclusive learning communities

**Evolve Academy** is a KS2 and KS3 school that supports students with wide-ranging Social, Emotional and Mental Health (SEMH) needs. We currently have two school bases: one in Wakefield and the other in Castleford. Some of our students have been permanently excluded from Wakefield primary or secondary schools. We also work in partnership with Wakefield mainstream schools to offer a 12-week placement for students who may require short-term step-out provision before returning to their mainstream school.

Our aim is to provide a supportive and nurturing environment that will enthuse and engage students in education. We strive to ensure that our students have clear pathways to their next educational setting, supporting schools to ensure that their varying long-term needs can be effectively met, whether this is in a mainstream or more specialised school environment. Our long-term aim is for students to be empowered to develop into responsible citizens beyond their school years.



**Outreach** Teaching and support staff within Ethos Academy Trust provide Outreach Services in Kirklees, supporting and working in partnership with mainstream primary and secondary schools. Our team members also work effectively with wider partners, including health & social care, to ensure early identification and ongoing assessment and timely support for children and young people with wide-ranging social, emotional and mental health needs. Experienced teachers offer advice to schools through our Outreach Advice portal and through Single Point Referral.

The Outreach Team also provides transition support through experienced Inclusion Workers for children who have been permanently excluded from school and children with Education, Health and Care Plans who require a bespoke transition into a new setting. The support for our children, young people and families is part of Ethos Academy Trust's continuum of SEMH provision.



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## WHY WORK FOR THE TRUST?

Ethos Academy Trust is based in West Yorkshire, with all of our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield and Bradford. The proximity of our Academies is such that it lends itself to close and collaborative working.

At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all of the young people within our community at the heart of what we do. Our staff are pivotal in this and also in recognising, achieving and bringing to life our vision and values.

As such, we are committed to providing our staff with high quality professional development which can be evidenced through a variety of channels. We have numerous examples of staff who have developed and progressed their careers with the Trust. We fully embrace the fact that if we invest in our staff and their futures, we will create an environment where staff are happy, inspired and ambitious, which in turn means that they are able to create positive, engaging and life changing learning experiences for young people.

Ethos Academy Trust is fully committed to supporting and enhancing the wellbeing and mental health of all stakeholders. Across the Trust there are regular opportunities for staff to come together outside of their normal working day in a social or other activity capacity.

As an employer, we are able to provide the following benefits to all members of staff:

- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and support staff, and continues to subscribe to local holiday patterns and allowances within the local authority of each academy.
  - All employees have the opportunity to access a pension scheme.
  - All employees have access to Healthline which includes 24/7 Employee Assistance Programme and services such as physio and counselling for employees and their dependants
  - An opportunity to collaborate with colleagues across academies and within the central Trust teams, with other academies and Multi Academy Trusts on a local or regional basis.
  - Structured and informal opportunities to develop skills and opportunity to progress, share best practice (locally and nationally).
  - Access to employee salary sacrifice schemes such as Cyclescheme, Techscheme and discounted gift cards.
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I started working for Ethos College around eight years ago, as a grade 7 Inclusion Worker. It was an immensely enjoyable and rewarding position. I loved the fact that I could support the social and emotional development of young people and have the ability to make a huge impact on their lives. I was inspired by our talented team and decided to combine my passion for science and education to train to become a qualified teacher. Ethos College supported me all the way and when a position became available, I applied and was so proud to take up the post of science teacher. Since then I have not looked back!! I am now working in a leadership position, helping to develop our offer to young people educated around the local authority. Working at Ethos College and being a part of the transformation of the lives of our young people is an absolute privilege.

**EMMA GANNON, TEACHER**





I was inspired to pursue a career with children who have SEMH needs through my experience of teaching music as an unqualified Teacher. I joined the Trust eleven years ago as an Inclusion Worker and was subsequently promoted to Senior Inclusion Worker, before being supported to secure a teaching qualification and, most recently, training to become a SENDCo. I am currently the Deputy SENDCo for Reach Academy. The Trust and management team within Reach Academy not only supported my ambition to become a fully qualified Teacher, they continue to offer opportunities for my ongoing personal and professional development.

**SARAH SIMMONDS, DEPUTY SENDCO - REACH ACADEMY**



During my 6 years of employment within Ethos Academy Trust, I have been supported to access a number of professional development opportunities. I gained my PGCE over a 2-year period and, after securing a teaching role two years ago, I am now a middle leader within Ethos College and currently undertaking the NPQSL, in order to further enhance my leadership skills, understanding and practice

The Trust is committed to providing relevant and meaningful professional development opportunities to support the career progression of the staff team. I have always felt highly valued and supported by the Trust in everything that I do. It is an absolute privilege to work for a Trust that is so invested in supporting its staff to be the best that they can be and help to transform the lives of so many young people.

**JACK GHEE, TEACHER - ETHOS COLLEGE**



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## ADVERT FOR OUTDOOR EDUCATION AND PUPIL ENGAGEMENT INSTRUCTOR

Instructor – Outdoor Education and Pupil Engagement Instructor

Reach Academy, Batley Field Hill, Batley, WF17 0EE

Salary: £27,741 to £30,451 FTE, reduced to £24,060 to £26,410 in line with the term time only contract

Grade: 9

Hours: 37 hours term time plus 5 days

This is a temporary position until at least August 2023, in the first instance, with a possibility to be extended pending budget review.

### About Ethos Academy Trust

Ethos Academy Trust is located within Kirklees, West Yorkshire. The overarching aim of the Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

In addition to our three academies (Ethos College, Reach Academy and Engage Academy), the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

### Applicants

This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils from across the primary and secondary age range. Our Academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically, supported pastorally and developed socially and emotionally.

We are looking to appoint an Outdoor Education Instructor to join our passionate and hardworking team, responsible for planning and delivering a high quality, purposeful outdoor education programme for pupils at Key Stage 3. The main aim of this role is to lead on re-engaging pupils with a bespoke alternative curriculum offer that fully supports their SEMH needs and leads to pupils achieving positive outcomes.

This role provides the opportunity to make a significant contribution to the development of an outward-looking centre of excellence, supporting and contributing to the SEND agenda at a local, regional and national level, transforming the educational and life-long opportunities of all our pupils.

### Our ideal candidate will:

- Be committed and passionate about developing and supporting our pupils to help them achieve successes both in and out of education.
  - Be self-motivated, creative, solution focused and adaptable to the needs of our pupils.
  - Have a keen interest in outdoor education and hold relevant training in at least one of the following activities: mountain biking, climbing, orienteering and canoeing (ongoing training in other areas will be available to the successful candidate).
  - Have an ability to understand and work in line with best practice, guidance, policy and procedure using relevant school systems.
  - Promote the Trust's vision and core values and have consistently high expectations for all.
  - Be approachable, understanding and committed to the welfare of pupils and staff.
  - Be committed to improving outcomes for all.
  - Be flexible, hard-working, enthusiastic and a strong team player.
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**We can offer you:**

- Hard working, dedicated and caring staff members.
- A firm commitment to supporting staff wellbeing.
- Strong governance with clarity of vision and a commitment to ongoing improvement.
- Efficient and effective central team services to enable you and your colleagues to focus on school improvement and pupil outcomes.
- Excellent opportunities for ongoing professional development.

If you share our passion for providing outstanding learning environments for pupils with a range of special educational needs, then we look forward to hearing from you.

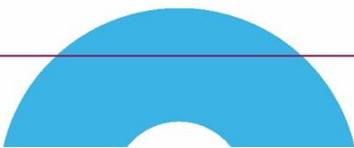
Closing date: 12 noon, Friday 11 March 2022

Interview date: 21 & 22 March 2022

We welcome and encourage visits to the academy from prospective candidates. If you require further information about the role or an informal chat, please contact Hannah Lord, Head Teacher at Reach Academy, on 01924 478482 reachoffice@eat.uk.com.

To find out more about Ethos Academy Trust, please browse the Trust website.

All applications can be submitted via our website at <https://www.eat.uk.com/recruitment-portal/current-opportunities/>



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## JOB DESCRIPTION

### OUTDOOR EDUCATION AND PUPIL ENGAGEMENT INSTRUCTOR

<b>Job title</b>	Outdoor Education and Pupil Engagement Instructor
<b>Location</b>	Batley, West Yorkshire
<b>Hours</b>	37 hours per week. Term time plus 5 INSET days  This is a temporary position until at least August 2023, in the first instance, with a possibility to be extended pending budget review.
<b>Reports to</b>	Senior Leadership Team
<b>Staff responsible for</b>	Inclusion Workers
<b>Closing Date</b>	12 noon, Friday 11 March 2022
<b>Salary/Grade</b>	Grade 9, £27,741 to £30,451 FTE, reduced to £24,060 to £26,410 in line with the term time only contract.
<b>Job Purpose</b>	<p>We are looking to appoint an Outdoor Education and Pupil Engagement Instructor to join our passionate and hardworking team as we seek to enhance our curriculum offer to support pupils who need an alternative curriculum offer to support their SEMH needs.</p> <p>By working closely with SLT, the SENDCO, Teachers and Inclusion Workers you will be responsible for planning, delivering and reviewing an alternative curriculum offer for a group of pupils, with a particular focus on outdoor education, to re-engage them with their learning and ensure they achieve positive outcomes.</p>

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## KEY OBJECTIVES AND ACCOUNTABILITIES

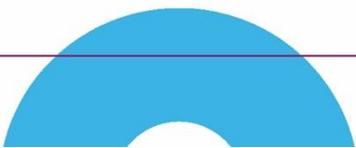
### Main Duties

- To plan and deliver sessions to pupils that will promote and actively support the mental health and wellbeing of pupils. This will include:
  - Working on a one-to-one basis, or in small groups with designated pupils with the aim of reducing SEMH deficits, creating long term positive attitude changes and developing pupils' life skills and aspirations.
  - Offering support and guidance around mental health, wellbeing and developing a positive mind-set.
- Ensure all planned sessions are fully risk assessed and follow guidance and policy.
- Be proactive in ensuring that sessions/delivery are reviewed regularly to ensure that they meet the requirements of the cohort, informed by SEN data and teacher observations.
- To be confident and flexible in delivery of sessions that may fall outside of the remit set out above, where this is required.
- To establish, develop and sustain productive working relationships with pupils, parents and staff of other schools/agencies acting as a positive role model and an ambassador for the Academy and Trust.
- Work with external professionals and within the team at Reach Academy to ensure that pupils make progress towards their SEMH targets and attendance targets through re-engagement.
- Undertake relevant training and CPD including attending weekly staff meetings and be involved in the ongoing development reviews of skills and competencies to improve practice through involvement in reflection, evaluation and discussion with colleagues.
- To plan opportunities to develop the social, moral, emotional and cultural aspects of pupils' learning.
- Maintain individual student progress records as necessary and ensure that they are kept up to date using Academy systems.
- Contribute to the whole Academy development plan to secure progress in key areas.
- Undertake line management responsibilities, where required.
- Safeguarding; alongside the DSL and SLT take responsibility for aspects of safeguarding pupils/staff and visitors through the implementation of effective policies and procedures.
- Support staff and pupils to ensure that all stakeholders feel safe, both in and out of the school site, and ensure all concerns are dealt with professionally and appropriately.

### General

- Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person;
  - Be aware of and support difference and ensure equal opportunities for all;
  - Contribute to the overall vision, aims and culture of Ethos Academy Trust;
  - Attend meetings within the Trust and external events as required;
  - Develop positive relationships and communicate effectively with other agencies/professionals;
  - Complete necessary documentation, including the use of appropriate IT systems;
  - Share expertise and skills with others;
  - Participate in training and other learning activities and performance development as required;
  - Recognise own strengths and areas of expertise and use these to advise and support colleagues;
  - Maintain confidentiality always in respect of school-related matters and to prevent disclosure of confidential and sensitive information;
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- All employees are required to uphold the values of democracy, rule of law, individual liberty and tolerance and have mutual respect for those with different faiths and beliefs (Prevent).
  - Work and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
  - Understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Lead immediately.
  - Work outside normal school hours on occasions.



## PERSON SPECIFICATION

### OUTDOOR EDUCATION AND PUPIL ENGAGEMENT INSTRUCTOR

	Key Criteria	Essential (E) / Desirable (D)
<b>Knowledge, Education, Training</b>	GCSE Grade A-C (or equivalent) in English and Maths	E
	Related teaching or mentoring qualifications	D
	Qualification or equivalent experience in at least one area of outdoor education	E
	Possess high standards of verbal and written communication skills, with the ability to deal with enquiries in a professional and sensitive manner	E
	Proficient in the use of a range of IT software packages to support learning	E
<b>Relevant Experience</b>	Experience having worked with young people, including children with SEMH	E
	Experience of leading on the planning and delivery of outdoor education sessions	E
	Experience of tracking, monitoring and evaluating impact	E
	Experience and training in safeguarding with the ability to work across an academy / Trust	E
	Ability to support pupils around mental health, wellbeing and developing a positive mind-set	E
	Ability to lead a team and line manage individual staff	E
<b>Aptitudes, Skills and Competencies</b>	Passion and commitment to working with young people with the ability to connect and relate to them	E
	Positive attitude and high energy when approaching your work	E
	Ability to manage, change and to adapt to unexpected demands and resilience to working in challenging environments	E
	Ability to assess priorities and manage completing deadlines both as a member of a team and independently, demonstrating initiative	E
	Ability to engage and work effectively with hard to reach parents and key family members	E
	Willingness to lead extra-curricular activities	E



	Effective interpersonal skills working with a range of internal and external stakeholders, with the ability to handle challenging conversations with confidence and sensitivity	E
	Effective time management and planning skills to prioritise workload and balance conflicting demands, to meet strict deadlines	E
	Commit to safeguarding and promoting the welfare of young people	E
<b>Any additional factors</b>	Act as a role model and represent the Trust professionally, both internally and externally	E
	Understanding and commitment to working in line with legislation and Trust policies and procedures	E
	Commitment to ongoing personal training and development	E
	Willingness to work outside of normal school hours as required	E
	Willingness to undertake an enhanced Disclosure and Barring Service check, pre-employment and maintain membership of update service	E
	Willingness to work alongside a school dog	E
	Full clean driving license and own vehicle with business insurance	D
	Ability and willingness to drive the school minibus	D

**Safeguarding statement**

Ethos Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check (including Children’s Barred List) and past employment references.

Applicants are required, before appointment to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

**Equality and Diversity statement**

Ethos Academy Trust treats all applicants for employment in the same way regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

**Disability statement**

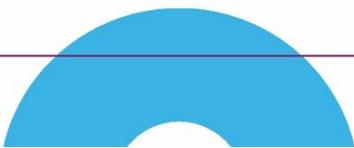
Ethos Academy Trust is committed to promoting equality of opportunity for people with disabilities. We continue to review our processes and procedures to ensure individuals with disabilities receive full and fair consideration for all types of vacancies at the recruitment stage and during their employment.

Individuals who apply to the Trust for employment will receive fair treatment and be considered solely on their ability to do the job. Where required reasonable adjustments will be applied. During employment the Trust, wherever possible, will retain the services of an employee who is or has become disabled.

**GDPR**

A copy of our Privacy Notice is available via our website.

[www.eat.co.uk](http://www.eat.co.uk)





Nurturing inclusive learning communities

Ethos Academy Trust  
c/o Reach Academy  
Field Hill Centre  
Batley Field Hill  
Batley  
WF17 0BQ

