



Instructor

Recruitment Pack



Nurturing inclusive learning communities

CEO WELCOME

Dear Applicant,

Thank you for your interest in this vital 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.

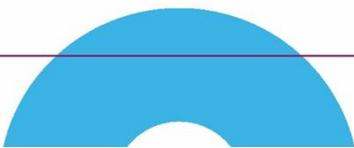
We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve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

Jayne Foster
CEO, Ethos Academy Trust





HEADTEACHER WELCOME

Dear Applicant

Ethos College is based in Dewsbury, West Yorkshire and is a part of the Ethos Academy Trust. Ethos College provides long-term full-time education to Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. From our school, we also provide one to one teaching for a number of pupils across Key Stages 1 to 4 who are referred with medical needs or those whose needs are more complex.

We are a well-established Alternative Provision with a long-standing reputation for achieving outstanding outcomes with vulnerable pupils. Our nurture-based philosophy underpins our practice. At Ethos College we provide a caring, stimulating, safe and welcoming environment where learning is enjoyable, and teaching is personalised to the needs and interests of individuals. Pupils are supported to fulfil their academic potential whilst developing the confidence and skills required to succeed in post-16 education, employment or training.

We recognise that children and young people may present themselves in a variety of ways. These may include becoming withdrawn or isolated from their friends and studies through to displaying challenging, disruptive or disturbing behaviours. For many young people these behaviours may reflect underlying mental health needs.

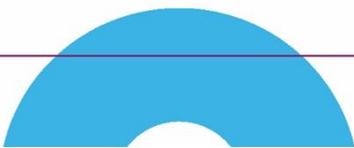
Our outstanding staff team are skilled at working with young people with needs across the SEMH range. In partnership with parents, carers and other professionals, we take a holistic approach to ensuring a young person's needs are identified and met throughout their journey at Ethos College, preparing them for the next stage of their lives.

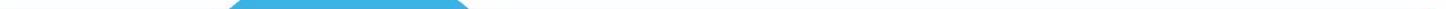
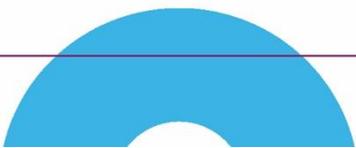
At Ethos College, you will find strong, hardworking and dedicated members of staff. We believe in investing in our staff team and all staff have the opportunity to access high quality internal and external professional development. Working at Ethos College is extremely rewarding; making a difference to vulnerable young people across the local authority as part of a wider staff team and knowing that the work you have done has made an impact on a young person's education and life chances.

We are seeking to appoint an outstanding Instructor to join our strong and dedicated team. The successful applicant must be dedicated to helping our young people reach their full potential. I would like to thank you for your interest in Ethos College and I look forward to receiving your application.



Rebecca Smith
Head Teacher, Ethos College





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.



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.

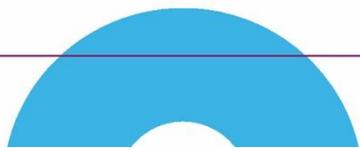
At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all of the young people within our community at the heart of what we do. Our staff are pivotal in this and also in recognising, achieving and bringing to life our vision and values.

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.



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





ADVERT FOR INSTRUCTOR

Role: Instructor

Ethos College, Knowles Hill Road, Dewsbury Moor, Dewsbury, WF13 4QS

Salary: £28,226 to £30,984 FTE, reduced to £24,480 to £26,872 in line with the term time only contract

Grade: 9

Hours: 37 hours term time plus 5 days

This is a temporary position until 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 four academies (Ethos College, Reach Academy, Engage Academy and Evolve 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

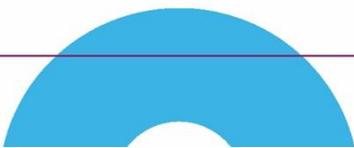
This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils from across the primary and secondary age range. Our Academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically,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

We are looking to appoint an Instructor to join our passionate and hardworking team, responsible for planning and delivering a high quality, purposeful education programme for pupils at Key Stage 4. The main aim of this role is to lead on engaging pupils with curriculum offer that fully supports their SEMH needs and leads to pupils achieving positive SEMH and academic 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 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.



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- Be committed to improving outcomes for all.
 - Be flexible, hard-working, enthusiastic and a strong team player.

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.

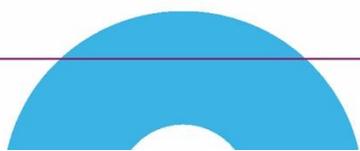
Closing date: Tuesday 3rd May 2022 at 12 noon

Interview date: Friday 13th May 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 Mandeep Little, Deputy Head Teacher or Diane Dunn, Assistant Head at Ethos College, on 01924 469170, mlittle@eat.uk.com or ddunn@eat.uk.com. Please note the academy will be closed for Easter between Monday 11th April and Friday 22 April.

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/>



JOB DESCRIPTION INSTRUCTOR

Job title	Instructor
Location	Dewsbury, West Yorkshire
Hours	37 hours per week. Term time plus 5 INSET days This is a temporary position until August 2023, in the first instance, with a possibility to be extended pending budget review.
Reports to	Senior Leadership Team
Staff responsible for	Inclusion Workers
Closing Date	Tuesday 3 May 2022 12 noon
Salary/Grade	Grade 9, £28,226 to £30,984 FTE, reduced to £24,480 to £26,872 in line with the term time only contract
Job Purpose	<p>We are looking to appoint an 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 and delivering high quality lessons with a focus on the personal development curriculum for pupils in Key Stage 4.</p> <p>The role also involves taking pastoral responsibility for a group of pupils with complex SEMH needs, helping them to achieve their full potential and support the process of transitioning them into post-16 education, employment or training.</p>



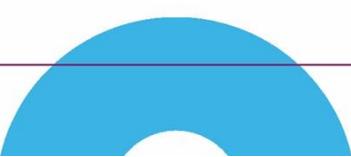
KEY OBJECTIVES AND ACCOUNTABILITIES

Main Duties

- To plan and deliver lessons to pupils with a focus on the personal development curriculum that will promote and actively support the mental health and wellbeing, supporting transition into the next stage of education, employment or training. 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.
 - To work alongside the nurture lead to support the development of the nurture curriculum to meet the complex needs of all pupils.
 - To evaluate the impact of the curriculum by carrying out Boxall profiling and academic assessments.
- To take pastoral responsibility as a group leader for a number of pupils by monitoring attendance and behaviour and identifying and addressing unmet SEMH needs to enable them to focus on learning.
- Promote positive working relationships with parents / carers, making regular contact and liaising with them regarding the progress of their child.
- Be proactive in ensuring that lessons 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 lessons 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 Ethos College to ensure that pupils make progress towards their academic, SEMH and SEN targets.
- 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 spiritual, moral, social 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.
- Support the DSL and other colleagues to ensure safeguarding procedures are in place.
- 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



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- 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;
 - 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.
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PERSON SPECIFICATION INSTRUCTOR

	Key Criteria	Essential (E) / Desirable (D)
Knowledge, Education, Training	GCSE Grade A-C (or equivalent) in English and Maths	E
	Related teaching or mentoring qualifications	D
	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
Relevant Experience	Experience having worked with young people, including children with SEMH	E
	Experience of leading on the planning and delivery of lessons	E
	Experience of tracking, monitoring and evaluating impact	E
	Experience and training in safeguarding	E
	Experience of leading on the pastoral support for a group of pupils	E
	Experience of using Boxall profiling or equivalent to identify SEMH needs	D
	Ability to lead a team and line manage individual staff	E
Aptitudes, Skills and Competencies	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
Any additional factors	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
	Full clean driving license and own vehicle with business insurance	E
	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.

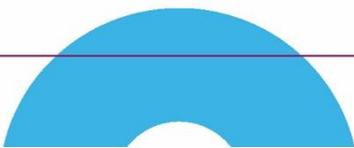
Applicants are required, before appointment to disclose any conviction, caution or binding over including ‘spent convictions’ under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

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



Nurturing inclusive learning communities

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

