

English Teacher (Maternity Cover) APPLICATION PACK



Dear Applicant,

Thank you for showing an interest in joining The Bolton Impact Trust.

Bolton Impact Trust Academies have been delivering high quality Alternative Provision and Special Education to students in Greater Manchester and Lancashire for over 20 years and we are proud of our track record of making a real difference to children's lives in our area.

Our aim is to inspire every young person to acquire the knowledge, skills and experience necessary, both inside and outside the traditional classroom environment, to fulfil their true potential. Developing self-esteem, confidence and resiliency are major goals for us and preparing our young people to enjoy worthwhile and fulfilling lives back in their own communities after attending the Impact Trust Academies is a crucial part of our work.

We think that our Trust is a very special place where we respect individuality, diversity and difference. Every child who joins us is afforded a fresh start and every adult who joins our team is given the opportunity to contribute. Staff Wellbeing is extremely important to us and we offer attractive support packages including Employee Assistance Programmes, Wellbeing Credits and enhanced CPD opportunities.

We are looking to appoint an English Teacher to join our team at Lever Park Academy from September 2024. If you are a dynamic, motivated, conscientious professional who has a passion for working with children and young people and you feel you have the skills and personal attributes to work as part of an innovative, energetic and ambitious team we would love to hear from you.

Yours faithfully

Paul Hodgkinson



CEO – Bolton Impact Trust

WELL-BEING AT THE BOLTON IMPACT TRUST

The Bolton Impact Trust recognises that staff are our most important assets and we wish to support them fully to thrive both personally and professionally. We recognise that there is a correlation between the wellbeing of our staff and the quality of provision that we offer to our students so we wish to promote a consistent trust-wide approach to wellbeing for our staff. We want our staff to thrive, come to work happy and leave work happy.

Our whole Trust vision is for all staff to enjoy successes at work and to develop their experience and skills to become excellent at what they do. Our wellbeing mission and aims are built in culture rather than as a set of stand-alone wellbeing activities. We believe that wellbeing is a constant state of botheredness for all.

Our wellbeing pledges

- We demonstrate compassionate leadership at all times
- We promote the concept of 'it's nice to be nice'
- We challenge any instances of non-compassionate leadership
- We create a constantly open 'support window' for staff
- We survey staff regularly
- We recognise outstanding staff performance regularly (praise culture)
- We offer high-quality CPD
- We consistently apply Trust policies
- We ensure that scrutiny leads to support, not judgement
- We look to create better environments for staff to work in
- We put resources aside for wellbeing activities
- We create Leadership Spaces for staff to work without external interference
- We provide opportunities for staff to collaborate with colleagues from across the trust and from external networks

Some examples of wellbeing activities include:

- Workload reduction strategies being reviewed regularly
- Making adjustments to working conditions for staff when required
- Clear email expectations – we do not expect our staff to read or respond to emails outside of working hours unless they want to
- Providing free refreshments each day
- Access to 'wellbeing' credits which allows agreed time off work
- Access to free counselling and Occupational Health
- Access to free physiotherapy
- Providing pastoral drop-ins and confidential supervision sessions for staff
- Fresh water dispensers on all sites
- Providing creative opportunities for connecting with staff and promoting their wellbeing (e.g., breakfast meetings, shared lunches,)
- Employee Assistance programme
- Menopause support
- Men's Health promotions
- Extensive opportunities for staff development (CPD programme)
- Equality Champions
- Wellbeing Champions

ADVERT – ENGLISH TEACHER (MATERNITY COVER)

Lever Park Academy is looking to appoint an English Teacher for September 2024 to cover a MAT leave. Lever Park Academy educates pupils who have an Education Health Care Plan and need support with their social, emotional and mental health needs. Our aim is to provide quality holistic education for all, to drive academic and social progression through our core values - 'Believe Inspire and Transform.'

Lever Park caters for pupils with social, emotional and mental health needs, most pupils have previous trauma. Specialist teaching skills are required for our pupils who require additional support. Classes are up to 8 pupils, their SEND may include ASD, ODD, ADHD and sensory needs. Each class is unique, the environment and culture are key, which is built around the specific needs of the cohort.

Why you?

- You are passionate about working in an SEMH environment
- You have a passion for the English curriculum and reading
- You have excellent pastoral skills
- You have a commitment to partnership working across our Academies and with external stakeholders.

The successful candidate must be ambitious for the children in their care and be able to draw on a variety of pedagogical approaches to engage and develop our pupils. The successful candidate will be able to teach across both key stages. They must be able to build strong relationships with challenging pupils who have complex needs. They will have ambition for each pupil and be able to deliver lessons that offer pace and challenge and be appropriate to our wide range of pupils.

Why choose us?

- At BIT we value all members of staff. We have a strong focus on staff wellbeing, providing access to wellbeing support services via a dedicated wellbeing charter
- We are a growing Multi Academy Trust (MAT)
- Staff receive guidance and support from an experienced executive leadership team who invest in the development of their teams and the Trust
- A wide range of CPD opportunities
- A Competitive salary
- Part of the Teachers' Pension Scheme

This role is a temporary fixed term contract

To apply, please follow the link and complete an online application form. The link can be found on the vacancies page of our website.

<https://www.boltonimpacttrust.org.uk/join-us/vacancies>

Visits to the Academy are welcome by prior arrangement. Candidates should contact the Academy Lead Mr Matthew Taylor on 01204 332666 or email:

taylorm@boltonimpacttrust.org.uk

Applications should be submitted by Sunday 14th April at 12pm to

NichollsT@boltonimpacttrust.org.uk

Interviews will be held in the week commencing 29th April

Candidates should ensure that their referees are easily contactable, with the correct phone number and email address and able to reply promptly if references are requested.

Rehabilitation of Offenders Act 1974

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exceptions Order 1975 (2013 & 2020) provide that, certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or see here.

It is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity)

Our academies safeguarding policies can be found on the safeguarding section of the trust website www.boltonimpacttrust.org.uk

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. Following shortlisting we will also undertake an online search on all applicants to confirm a candidate's eligibility, and to identify any potential safeguarding concerns or risks to the Trust's reputation. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service and overseas checks were applicable before your appointment is confirmed. Successful applicants will be subject to all necessary safeguarding checks as per Keeping Children Safe in Education.

This post is subject to an enhanced DBS check

Bolton Impact Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

JOB DESCRIPTION

Job Title	English Teacher (MAT cover)
Salary	Teachers Pay Scale Salary £30,000-£46,525 + SEN 2 Allowance £5,009
Location	Lever Park Academy Stocks Park Drive Horwich BL6 6DE
Hours of Work	1.0 FTE
Contract	Fixed term, Temporary for 12 months from September 2024
Responsible to	Academy Lead
Job Purpose: <ul style="list-style-type: none"> • To contribute to the development of the whole school curriculum • To deliver the Curriculum to KS3 and KS4 SEMH pupils. • To fulfil the Teachers' Standards • To uphold the Trust's belief that all students can make excellent progress • Prepare and deliver lessons as part of a broad and balanced curriculum to meet all pupils' personal needs • To be a reflective practitioner who acts on feedback to improve their practice and is able and willing to share best practice with their colleagues • To monitor and support the overall progress and development of pupils including their social, emotional and behavioural development. • Facilitate and encourage a learning experience and environment which provides pupils with the opportunity to achieve their individual potential • To contribute to raising standards of pupils' progress and attainment 	
Main Responsibilities: <p>The duties and responsibilities listed below are indicative of the tasks of a Teacher at Lever Park Academy will perform and are not intended to be an exhaustive list. The Post holder will be expected to take on additional responsibilities appropriate to the role as they arise.</p>	
Teaching & Learning: <ul style="list-style-type: none"> • Provide a personalised and responsive teaching approach that considers the needs of all pupils in the classroom • To set work which is appropriate and matches the pupils' ability. • To give impactful feedback to pupils which results in deepening their knowledge and understanding and helps them to make progress • Use a variety of delivery methods and pedagogical activities which will stimulate learning appropriate to pupils' needs and demands of the provision • Monitor the impact of pedagogical activities on pupils' learning 	

- Undertake assessment of pupils, underpinned by the principles and practice of AfL and in line with academy procedures
- Assess, record and report on the attendance, progress, development and attainment of pupils and to maintain high quality records of this information
- Provide and contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Ensure that literacy and numeracy skills are reflected in the learning experience of pupils
- Ensure a high-quality learning experience for pupils which meets internal and external quality standards
- Maintain discipline in accordance with the school's procedures, and encourage good practice regarding punctuality, behaviour, standards of work and independent study

Operational / Strategic planning & Quality Assurance:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the classroom
- Work collaboratively with other staff to ensure a sharing and effective usage of resources to the benefit of the academy and the students
- Contribute to the academy development plan and implementation
- Effectively plan and prepare lessons
- Contribute to educational enhancement activities including pastoral development initiatives
- Contribute to the whole academy's planning activities
- Ensure quality assurance procedures are implemented and adhered to
- To take part, as and when required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy

Curriculum Provision and Development:

- Ensure that the curriculum provides a range of teaching which complements the pupils' individual development requirements
- Assist in the process of curriculum development and change to ensure continued relevance to the needs of students, examining/awarding bodies and our Aims and Strategic Objectives

Staff Development, Recruitment & Wellbeing:

- To take part in the academy's CPD programme
- Continue your personal development by keeping yourself informed and knowledgeable about the latest research and developments in your subject area and in teaching in general
- Engage actively in the Appraisal process
- Ensure the effective/efficient deployment of classroom support
- Be a member of a designated team and to contribute positively to effective working relations within the academy

Communications:

- Communicate effectively with the parents/carers of pupils' as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the academy
- Follow agreed policies for communications in the academy
- Contribute to the development of effective links via the Trust hubs and other networks

Care Guidance and Support:

- Promote the general progress and well-being of individual pupils
- Liaise with other key staff to ensure implementation of all behaviour strategies
- Evaluate and monitor the progress of pupils and keep up-to-date pupil records
- To alert the appropriate staff or the Academy Lead to problems experienced by pupils and to make recommendations as to how these may be resolved

General Duties:

- To play a full part in the life of our community, to support its distinctive aims and ethos and to encourage staff and pupils to follow this example.
- Promote actively the academy's corporate policies and to comply with the academy's Health and Safety policy and undertake risk assessments as appropriate
- You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation

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PERSON SPECIFICATION

Personal Attributes required (based on the job description)	Essential (E) Or Desirable (D)	Identified by: Application Form (AF), Interview (I), Test (T) or other
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QUALIFICATIONS AND TRAINING

Educated to degree level or equivalent	E	AF
Professional Teaching Qualification (PGCE, QTS)	E	AF

EXPERIENCE

Experience of working with pupils' with SEMH and complex needs (ADHD, PDA, ASD, Sensory needs, ODD, Dyspraxia, Attachment disorder and ACES).	E	AF/I
Experience of implementing pastoral and behavioural support programmes for students who require additional support	E	AF/I
Successful teaching experience in a SEMH setting	E	AF/I
Have experience with EHCP and Annual Review Process	E	AF/I/T
Experience of driving impactful SEN strategy in the classroom	E	AF/I
Expertise and experience in delivering the English curriculum	E	AF/I

KNOWLEDGE AND UNDERSTANDING

To have a detailed knowledge of the requirements of delivering provision to KS3 and KS4 Students	E	AF/I
Knowledge of behaviour management techniques for groups and individuals (including de-escalation strategy)	E	AF/I
Conversant with the planning and delivery of KS3 and KS4 lessons with a view to improving progress and	E	AF/I

attainment		
SKILLS & ABILITIES		
High level teaching skills	E	AF/I
The ability to accurately assess the quality of the work of pupils against national standards	E	AF/I
Set high expectations for pupil behaviour and establish a clear framework for classroom discipline promoting self-control and independence whilst managing pupils' behaviour constructively	E	AF/I
Work effectively as part of a team developing positive relationships with colleagues, students, parents/carers and other agencies, as appropriate	E	AF/I
The ability to promote the social, moral, spiritual and cultural development of pupils through high quality mentoring and support	E	AF/I
The ability to promote literacy, reading, spelling and numeracy skills through excellent pedagogical practice	E	AF/I
PERSONAL ATTRIBUTES		
Clear dedication to teaching students with complex needs	E	AF/I
Energy and enthusiasm and a liking for working with young people with complex needs	E	AF/I
Flexibility and an ability to respond creatively to the challenges of working in a SEMH setting	E	AF/I
Ability to relate well with colleagues and pupils	E	AF/I
Consistent high professional standards	E	AF/I
Commitment to involving parents/carers as partners in the education process	E	AF/I
Appropriate professional dress and appearance	E	AF/I
Commitment to extra-curricular activities	E	AF/I
OTHER		

Valuing Diversity - Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognize people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage	E	AF/I
Caring for Customers - Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users	E	AF/I
Developing Self and Others - Ability to question and request appropriate training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. To support others' learning and share learning with others	E	AF/I
Health and Safety - The ability to identify risk to self and others when undertaking work activities and appropriate actions needed to minimise risk	E	AF/I
Clearance through the Disclosure and Barring Service - (Clearance is required before confirmation of appointment)	E	AF/I