

CAREER OPPORTUNITIES

AT ETHOS ACADEMY TRUST

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WELCOME

As CEO of Ethos Academy Trust, I am delighted that you are interested in applying for this important role within our organisation.

Our vision is to develop a high performing Trust that delivers the very best educational experiences for pupils from across the primary and secondary age range. We seek to develop academies 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.

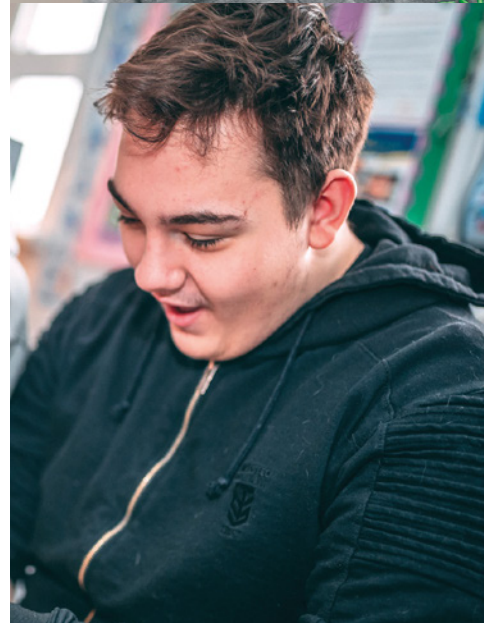
We explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of a pupil's journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal 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. As a Trust, we are proud of the difference we are making. For individual schools, we are committed to retaining the local context and identity of our unique academies. For staff, our commitment to supporting and developing your career within the Trust is underpinned by the benefit of working with colleagues across the Trust, alongside accessing wide ranging training opportunities.

Thank you for your interest in this position. I look forward to meeting and working with you.

Yours sincerely

Jayne Foster
Chief Executive Officer



A portrait of a man with curly hair, smiling, wearing a grey shirt and a blue lanyard with 'ETHOS ACADEMY TRUST STAFF' printed on it. The image is framed by a large purple shape on the left and bottom. A quote is overlaid on the left side of the image.

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Working at Ethos has been the best professional move I have made. I feel supported and trusted in my job and feel like a fellow professional within the school.

Staff Comment

January 2019 Stakeholder Voice Exercise

ETHOS ACADEMY TRUST

Ethos Academy Trust's Board is responsible for the strategic direction of the Trust. We see collaboration as the key to building a strong and confident Trust. Our structures and processes will continue to evolve over the years ahead to support and develop the Trust to benefit all our students and staff. We believe in allowing each Academy to retain its own distinct identity, supporting all with efficient and effective Central Services and expertise. All our Academies are focused and innovative with regard to school improvement practices, regularly sharing best practice and developing deep partnerships that continue to embed strong and consistent levels of student progress and outcomes.

Victoria Del Giudice
Chair of Trustees

TRUST MISSION

Nurturing inclusive learning communities: Focussed on maximising the life chances of all children, Ethos Academy Trust embraces a forward-thinking and open-minded outlook, informed by a thorough understanding of the strengths and needs of our pupils, parents / carers, local schools and the wider community.

ETHOS CORE VALUES

LEADING with integrity

- Championing honesty and transparency
- Building trusting relationships

THINKING innovatively

- Finding creative solutions
- Meeting individual need

IMPROVING continuously

- Raising standards
- Developing strong and effective leaders

ENCOURAGING freedom and responsibility

- Working collaboratively
- Investing in effective partnerships

CELEBRATING achievement

- Improving academic progress
- Enriching personal development

STAFF JOURNEY

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



OUR SCHOOLS



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.

A close-up portrait of a man with short brown hair and a light beard, smiling. He is wearing a white shirt and a blue lanyard with 'ETHOS' and 'STAFF' printed on it. The background is blurred. The image is framed by a large blue circular graphic on the left and a smaller one on the right.

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I feel that my views and opinions are valued and that I am trusted to be the kind of teacher I want to be. The support and training I have received has been both timely and relevant. I have been given information that means I follow the Ethos methods when delivering a service whilst having the space and opportunity to use my own initiative and work in a way that suits me.

Staff Testimonial

March 2019

ETHOS



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ACADEMY TRUST

Nurturing inclusive learning communities

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