

Nurture Teacher

# Recruitment Pack



Nurturing inclusive learning communities

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## CEO WELCOME

Dear Applicant,

Thank you for your interest in the post of Nurture Teacher 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 three academies (Ethos College, Reach 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.

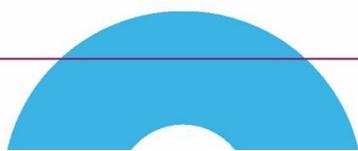
We are seeking to appoint an inspiring and passionate Nurture Teacher who will work to establish and embed a nurture-based provision within our Academy. This is an exciting role where the successful applicant will have an opportunity to make a real difference to the lives of young people. We are seeking an outstanding candidate who is highly skilled and experienced with a clear understanding of nurturing principles and how they are applied to develop outstanding practices and outcomes with our pupils, parents / carers and other stakeholders.

Thank you for your interest in Ethos Academy Trust. We look forward to hearing from candidates who feel that they hold the right qualities, experience and skills to fulfil this position.

Jayne Foster



**CEO, Ethos Academy Trust**



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## 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.

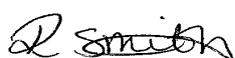
We are a well-established Pupil Referral Unit (PRU) with a long-standing reputation for achieving outstanding outcomes with vulnerable pupils. Our nurture-based philosophy underpins our practice. At Ethos College we provide a caring, stimulating, safe and welcoming environment where learning is enjoyable, and teaching is personalised to the needs and interests of individuals. Students 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.

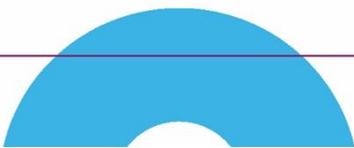
Our outstanding staff team are skilled at working with young people with needs across the SEMH range. In partnership with parents, carers and other professionals, we take a holistic approach to ensuring a young person's needs are identified and met throughout their journey at Ethos College, preparing 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 teacher to join our strong and dedicated team. The successful applicant must be dedicated to helping our young people reach their full potential and will have experience of teaching the primary curriculum. 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

**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



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.

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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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# 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**





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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

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# ADVERT FOR NURTURE TEACHER

## Nurture Teacher

Salary: MPS/UPS plus 2 SEN

Hours: Full time

### 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

We are seeking to appoint an inspiring and passionate Nurture Teacher who will work within our nurture-based provision at Ethos College. The successful applicant will have high ambitions and a positive approach to developing nurture based and personalised curriculum, dependant on the needs of individual learners. We are seeking an outstanding candidate who is highly skilled and experienced with a clear understanding of nurturing principles and how they are applied to develop outstanding practices and outcomes with our pupils, parents / carers and other stakeholders.

In return, we can offer you:

- Hardworking, dedicated and caring colleagues;
- A firm commitment to supporting staff wellbeing;
- Excellent opportunities for ongoing professional development;
- Strong leadership and governance at a school and Central Trust level enabling you to focus on achieving the very best outcomes for children;
- A new and exciting opportunity in a unique setting, with the opportunity to share practice and work across the Trust, as well as in mainstream schools.

All applications should be undertaken through the Trust's website  
<https://www.eat.uk.com/recruitment-portal/current-opportunities/>

Closing date: 4 December 2020  
Interview date: 10 December 2020

If you require any further information please contact Rebecca Smith at  
[rebecca.smith@eat.uk.com](mailto:rebecca.smith@eat.uk.com)

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## Nurture Teacher

### JOB DESCRIPTION

<b>Job title</b>	Nurture Teacher
<b>Location</b>	Ethos Academy Trust, West Yorkshire
<b>Hours</b>	Full time
<b>Reports to</b>	Headteacher
<b>Staff responsible for</b>	Inclusion Workers
<b>Closing Date</b>	4 December 2020
<b>Salary/Grade</b>	MPS/UPS plus 2 SEN
<b>Job Purpose</b>	<p>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.</p> <p>We are seeking to appoint an outstanding teacher, dedicated to helping our young people reach their full potential. The successful applicant will ideally have experience of teaching the primary curriculum in order to effectively teach Entry Level qualifications in both maths and English alongside other topic-based qualifications.</p>

## KEY OBJECTIVES AND ACCOUNTABILITIES

### Key Outcomes

- Develop and implement nurture provision within Ethos College based on a primary/ nurture-based model.
  - Contribute to the development of an ambitious, personalised nurture-based curriculum, for individuals and groups of pupils, to re-engage them in learning, support individual learning pathways in response to academic and SEMH needs to ensure high quality outcomes.
  - Coordinate tracking and assessment processes to monitor, report and evaluate the effectiveness of the curriculum and its impact on pupil progress.
  - Pastoral responsibility for pupils within a group.
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- Responsibility for reporting pupil progress with schools, parents and agencies, through home reports, placement reports, SEN reports/plans and reintegration reports.
  - Set individual targets (academic and personal/social), review and report on progress for all pupils.
  - Use of Boxall profiles (and other SEMH tools) to provide a clear assessment of pupils' SEMH development and track their progress towards set targets.
  - Contribute to the academy's involvement in the National Nurturing School Programme leading to the acquisition of the National Nurturing Schools Award.
  - Liaise with colleagues to ensure high quality nurture provision is delivered and best practice is shared across the Trust.
  - Provide a stimulating, educational environment for specific groups of pupils with a range of needs.
  - Co-lead on the planning, delivery and review of the overall curriculum, with a particular emphasis on the nurture-based curriculum.
  - Lead and contribute to a positive ethos that ensures a calm, classroom environment through the use of the school's positive behaviour policy.
  - Attend meetings as required by the Head Teacher.
  - Contribute to the maintenance of up-to-date records within the Trust.
  - Support pupils and their parents/carers in enabling them to make the most of the educational opportunities offered by the Trust.
  - Liaise with other agencies when appropriate i.e. Social Services, YOT, the Virtual School, CAMHS, SENACT and C & K Careers etc.
  - Keep abreast of developments in the areas of the National Curriculum, Special Educational Needs and teaching and learning and lead the implementation of key developments across the academy.
  - Participate in Continuing Professional Development (CPD) and Performance Management in line with Trust policy and practice.
  - Carry out any other duties, appropriate to the level reasonably expected of a teacher paid an equivalent SEN allowance, relating to the efficient organisation of the service.
  - Teacher's duties must at all times be carried out in compliance with the Trust's Equal Opportunities Policy and other policies designed to protect employees or service users from harassment.
  - Take reasonable care of the health and safety of self, other persons and resources whilst at work.
  - Co-operate with management of the Trust as far as is necessary to enable the responsibilities placed upon the Trust under the Health and Safety at Work Act to be performed, e.g. operate safe working practices.
  - The requirements of this role are to carry out the professional duties of a teacher outlined in the most recent Teacher's Pay and Conditions document, including Teachers Professional Standards, as directed by the Head Teacher.
  - Teaching resources are researched, selected and prepared that meet the diversity of pupils' needs and interests.
  - Information Communication Technology (ICT) is used effectively to support learning activities and pupils' competence and confidence is increased as a
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result of staff's use and encouragement. Lead and co-ordinate the estate management and development strategy and capital plan, liaising with the Executive Team, developing the sites to meet the aims of the schools.

## General

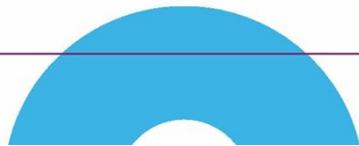
- Be aware of and support difference and ensure equal opportunities for all.
  - Contribute to the overall ethos/work/aims of the Trust.
  - Attend meetings within the Trust, at its academies and external events as required.
  - Share expertise and skills with others.
  - Participate in training and other learning activities and performance development as required.
  - Work effectively and professionally with all stakeholders, promoting the Trust positively at all times.
  - 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.
  - Ensure strict confidentiality in all areas of work.
  - 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.
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## PERSON SPECIFICATION

	Key Criteria	Essential (E) / Desirable (D)
<b>Knowledge, Education and Training</b>	Hold Qualified Teacher Status.	E
	Have evidence of recent, relevant CPD.	E
	Willingness to lead CPD sessions for staff.	E
	Evidence of nationally recognised Nurture based training	D
<b>Relevant Experience</b>	Recent and successful experience as a teacher in the primary phase / nurture-based provision.	E
	Evident understanding and application of quality first teaching.	E
	Experience of leading and managing a team of staff to ensure high quality outcomes through effective deployment of resources	E
	A proven track record of raising attainment.	E
	Experience of managing and using pupil attainment and tracking data.	E
	Experience of initiating and implementing strategies to improve parental involvement in their children's learning.	E
	Experience of working with pupils with social, emotional & mental health difficulties either in mainstream or special schools.	E
	Experience of liaison and co-operation with other professional agencies.	E
	Experience of planning and delivering within a subject specialism	D
	Proven track record as an outstanding primary/nurture classroom practitioner.	E



<b>Aptitudes, Skills and Competencies</b>	Effectively lead and manage a team of staff.	E
	Demonstrate the ability to enthuse and motivate hard to reach learners.	E
	Be able to articulate a clear vision for high quality teaching and learning in a PRU context.	E
	Have a positive personal presence, good communication skills and a sense of humour.	E
	Relate well to pupils and be responsive to their needs.	E
	Be able to develop and maintain effective relationships with all members of the school community and outside agencies.	E
	Be approachable, accessible and flexible.	E
	Be able to work effectively under pressure, prioritise appropriately and meet deadlines.	E
	Be able to travel efficiently to and from any part of Kirklees.	E
<b>General and Special Knowledge</b>	Hold a current UK driving licence.	E
	Clear understanding of nurturing principles and how they can be applied to develop and deliver outstanding practice within a nurture-based setting.	E
	Knowledge of equality of opportunity issues and how they can be addressed in schools.	E
	Excellent understanding of current theory and practice in relation to outstanding teaching and learning.	E
	Good understanding of strategies in relation to raising pupils' attainment.	E
	Good understanding of effective strategies for gaining and maintaining high standards of behaviour.	E
	Up-to-date understanding of safeguarding issues and associated procedures.	E
	Understanding of the role of parents / carers and the community in school improvement and how this can be promoted and developed.	E





	Willingness to support and develop staff in the best use of teaching methods and behaviour strategies.	E
	Knowledge of effective curriculum management and delivery.	E
<b>Any Additional Factors</b>	Motivated to work with pupils with a wide range of learning, social, emotional and health needs	E
	Emotional resilience in working with pupils who exhibit challenging behaviours.	E
	The post holder may be required to work outside of normal school hours on occasion, with due notice.	E
	Understanding of relevant policies/codes of practice and awareness of relevant legislation.	E
	Commitment to ongoing personal training and development.	E
	Willingness to work off site with pupils and families.	E

### 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.

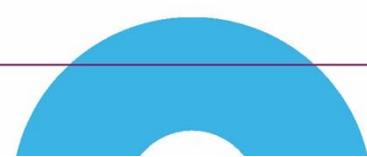
### Disability statement

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





Nurturing inclusive learning communities

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

