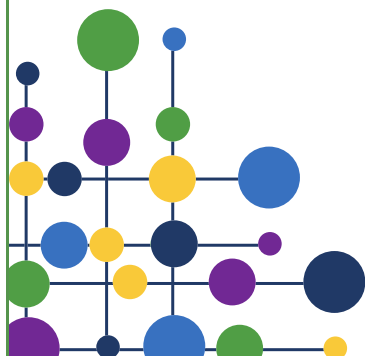


SHARE Multi-Academy Trust
Teacher (Aspiring Middle Leader)
Application Pack
May 2018



Welcome from the CEO



Dear Applicant,

Thank you for taking an interest in this post at Share Multi Academy Trust. I hope the materials enclosed in this pack give you a good sense of what makes the trust a special place to work and provides the information you need about the post. Please do not hesitate to contact us if you need anything further (or would like to visit before writing your application).

Our belief in “Valuing People, Supporting Personal Best” means we are committed to investing in our staff, to help them be happy at work, to provide the support they need to achieve the highest standards they are capable of and to offer the training or guidance they need to undertake their jobs effectively. For example, everybody is encouraged to use a personal development plan, to set their own objectives and to take responsibility for their own improvement priorities. We define effective leadership as “helping others to achieve their best” and that is what your line manager will try to do for you.

It is important to read the information provided carefully. We want you to be happy in the role you are applying for and committed to performing the job to the best of your ability.

I very much hope you are encouraged to apply for the position and look forward to meeting you soon.

Yours faithfully,



John McNally
CEO



SHARE Multi-Academy Trust is the charitable company that currently runs Shelley College, Heaton Avenue Primary

School, Millbridge Junior, Infant & Nursery School and Cowlersley Primary School. Royds Hall Community School and Thornhill Community Academy will be joining us in Autumn 2018. We are an emerging academy chain of secondary and primary schools that share our values and want the very best for our students and staff.

We believe in helping staff and students achieve their personal best and are keen to recruit the very best talent to our Trust. As well as being part of the Trust, some of our schools are National Support Schools and National Teaching Schools and as such, we can offer our staff a wealth of career development opportunities and the support you need to enjoy your role.

More than 300 people work hard across the Trust to ensure we provide the very best education and service across all our schools, from invigilators joining us for a few hours a year, through flexible part-time work to many full-time teaching and support roles.

If you share our passion for challenging, improving and making our schools the best they can be, we'd love to hear from you.

Valuing People, Supporting Personal Best

Whatever your role or whatever your career plans, we can help you achieve them.

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Our students, of course, are at the heart of what we do and it is essential, whatever position you are applying for, that you relate well to children and young people.

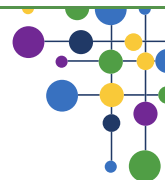


Employee Benefit Schemes

A world of benefits and reward for all staff!

We believe in making the world a happier place to work. We do that by providing a package of flexible employee benefits, including:

- An attractive pension scheme for both Teaching and Support Staff.
- School's Advisory Service – staff well-being support and medical cover, including amongst other things: counselling; physiotherapy; and operations.
- Share Academy Savers – the home of our employee benefits. Offering discounts on everything from groceries and shopping through to holidays, insurance, days out, restaurants and more.
- Salary sacrifice benefit schemes - salary sacrifice enables staff to give up some of the cash value of their pay to receive other benefits which saves on tax and national insurance. The Trust currently runs the following salary sacrifice schemes:
 - Childcare Vouchers - savings of up to £933 a year. Childcare vouchers can be used for pre-school and nursery costs plus after school clubs, summer camps and even independent school fees.
 - Bikes – savings of up to 42% on the cost of a new bike.
 - Computers – savings on the cost of Desktop machines, Laptops, Apple Products and software.



SHARE Multi-Academy Trust

Teacher (Aspiring Middle Leader) Role Profile

Role Title	Teacher	Reporting to	Director/Head of Department
Section	Secondary		
Contract type	Permanent	Grade / Salary	MPS/UPS + training programme and salary enhancements

Overall purpose of role	<p>As a Teacher you will be required to meet the general requirements of this post, as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Principal.</p> <p>The post will require you to work in partnership with the Principal, Senior Leadership Team, governors and staff to ensure the continuous improvement of the Academy.</p> <p>This role will also require the post holder to work in other school settings under the direction of the Principal.</p>
Safeguarding Requirements	<p>This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.</p> <p>Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the headteacher.</p>

Key Outputs
<ol style="list-style-type: none"> 1. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated department or curriculum/subject area as appropriate. 2. To monitor and support the overall progress and development of students as a teacher and form tutor, setting students individual improvement goals as appropriate. 3. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. 4. To contribute to raising standards or student achievement and attainment. 5. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth. 6. To promote and actively support the school's responsibilities towards safeguarding. 7. To prepare and regularly update subject materials.

8. To ensure that ICT, Literacy, Numeracy and subject specialism(s) are reflected in the teaching and learning experience of students.
9. To set regular, relevant and challenging homework tasks.
10. To teach students according to their educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.
11. To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour standards of work and homework.
12. To ensure the learning needs of individual students are met, particularly vulnerable groups, such as those with SEN, disabilities or disadvantages students.
13. Where necessary, to liaise with parents and others to support students.
14. To provide regular, high quality feedback to students that supports future learning and progress.
15. To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
16. To assess, record and reports on the attendance, progress, development and attainment of students and to keep such records as are required.
17. To use the outcomes of on-going assessment to help shape future planning.
18. To self-evaluate and undertake professional development to help achieve the highest possible standards in role.
19. To reward and celebrate students' success.
20. To attend meetings and complete additional administration tasks as required by the role.
21. To undertake any other duties associated with the role, as may be decided by your line manager or the Principal.

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- Range of Staff approximately 650 across the whole trust.
- Range of Students approximately 4000.

Work/Business contacts

Internal: All teachers and support staff to advise how effectively to support students to achieve their Personal Best.

External: Parents and Families, Examinations Boards.

Expertise in Role Required (At selection - Level 1)

Essential or Desirable

- Qualified Teacher Status
- Degree or equivalent
- Evidence of continuing professional development and a willingness to undertake further development as appropriate
- Evidence of/potential to become an excellent classroom practitioner, capable of inspiring students and forming good relationships with colleagues
- Ability to inspire and motivate students
- Able to analyse data with a view to developing strategies to improve performance

Essential

Essential

Essential

Essential

Essential

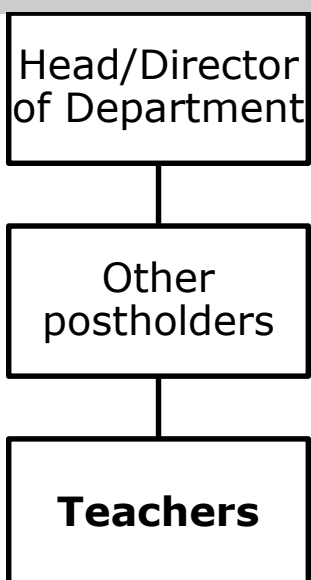
Essential

• Ability to monitor and evaluate impact of interventions and strategies	Essential
• Detailed knowledge of current developments in subject area for all levels including sixth form	Desirable
• Knowledge of innovating teaching and learning strategies	Desirable
• Successful experience or the ability to teach subject at GCSE	Essential
• Successful experience or the ability to teach subject at A Level	Desirable
• Highly competent in ICT and the use of computers	Desirable
• Excellent communication skills	Essential
• Excellent behaviour management skills	Essential
• Commitment to the safeguarding of young people	Essential
• A willingness to be fully involved in the wider life of Shelley College, including extra-curricular activities.	Desirable
Other (Physical, mobility, local conditions)	
• Is willing to work flexibly within scope of overall hours, e.g. evening meetings.	Essential

Expertise in Role - After initial and advanced development

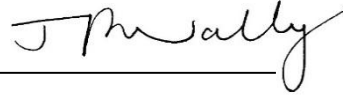
- Successful experience or the ability to teach at A Level
- Evidence of monitoring and evaluating interventions and strategies
- Evidence of data analysis and strategies used to improve performance
- Evidence of on-going continuing professional development.

Structure



Signatures

Approved by : CEO



Approved by : Post Holder/or Representative _____



To apply, please complete an application form on the Tes website, which can be found on our career site here:

<https://www.tes.com/jobs/employer/-1082675>

Closing date: Sunday 20th May 2018

