

The Shared Learning Trust

THE CHALK
HILLS ACADEMY

Minibus Driver

Are you a self-motivated, punctual and reliable individual who enjoys driving?

Would you enjoy being responsible for coordinating, managing and driving our school minibus?

Do you live locally to Luton and want to be a key member of a dynamic and successful Academy?

If you have answered yes to these questions, The Chalk Hills Academy would love to hear from you!

The Chalk Hills Academy are seeking to appoint a Minibus Driver to join our successful team! We are looking to recruit a dependable and organised individual who will drive between our two Sixth Form sites to assist our students to and from classes and on various trips the Academy organise. At The Chalk Hills Academy, all staff have an important part to play and contributes where necessary, therefore, we are looking for someone who takes pride in being a big team player and will be flexible with their responsibilities to meet the differing needs of the Academy.

Role and Responsibilities:

- In charge of the safe transportation of the students to the relevant site
- Undertake other journeys as required such as Academy trips or the collection, loading and delivery of post, supplies, students and equipment
- Undertake appropriate vehicle checks and routine daily maintenance including vehicle cleaning and refueling.
- Report any vehicle defects found or suspected to the line manager, completing any necessary paperwork
- Coordinate and manage the minibus bookings for trips and fixtures for students and liaise with the Chalk Hills Academy lead driver on the sixth form minibus timetable

Job Specifics:

- **Salary:** L3.17 - £9.21 an hour, £14,935 per annum
- **Hours:** 37 hours a week, term time only (38 weeks per year)
- **Job Role:** Full time, Permanent
- **Start Date:** As soon as possible

The successful candidate will:

- Be over 23 years (insurance purposes) and be able to drive competently and safely as evidenced by a full current driving licence
- Hold a D1 Licence
- Have some experience of driving vehicles larger than cars and working with people and the general public
- Be able to communicate clearly, tactfully and politely
- Be able to exercise initiative in emergency situations such as vehicle breakdown
- Be able to vary normal working hours to meet unavoidable delays
- Have a good knowledge of daily vehicle checks and maintenance procedures
- Be willing to attend regular training as part of a planned programme

HOW TO APPLY

Closing Date: Wednesday 28th March at 12pm Interviews: Tuesday 17th April

Please read the information in this pack. If you are interested in this job opportunity, please do apply online today via our career site on www.thesharedlearningtrust.careers.eteach.com.

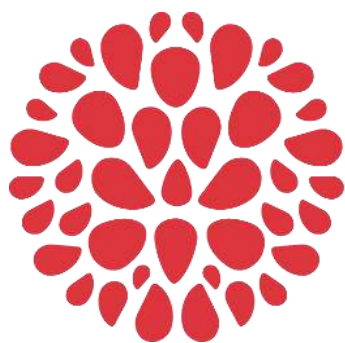
We look forward to hearing from you!

Please refer to our Job Description / Person Specification in your cover letter and application as this forms the basis of our interview shortlisting.

If you have any questions about the role, please contact Hannah Chandler, Recruitment Officer on 01582 211 226 or email hannah.chandler@thesharedlearningtrust.org.uk.

'We believe in the safeguarding and welfare of children and expect all staff to share this view'.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer. The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



The Shared Learning Trust

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HILLS ACADEMY

INFORMATION FOR APPLICANTS:

Minibus Driver



WELCOME TO THE SHARED LEARNING TRUST



The Shared Learning Trust has appointed Cathy Barr as its new Chief Executive Officer. Cathy is already part of the Shared Learning Trust's family of schools, having been Principal of the Stockwood Park Academy in Luton for the last five years. The Shared Learning Trust is a stand-alone multi academy trust, which runs a family of four schools based in Bedfordshire: Stockwood Park Academy, the Chalk Hills Academy, the Linden Academy and the Vale Academy. Cathy grew up locally, in Harpenden, and went to school in St Albans. She has almost 25 years' teaching experience under her belt, qualifying in 1993 and joining the team at Stockwood Park (then the Barnfield South Academy) in 2009.

Cathy said of her appointment: "I am thrilled to have been appointed CEO of the Shared Learning Trust. I care passionately about the students we teach and will do all I can to ensure each and every child, from the age of two to 18, gets the best possible care and education in our academies."

'We recruit people for attitude and train for skills'

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people, even those who are less well motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

WELCOME TO THE CHALK HILLS ACADEMY



Dear Applicant,

It is a privilege and an honour to lead Chalk Hills Academy.

Our students are extremely motivated, and have an exceptional desire to achieve and behave impeccably.

Our staff are highly qualified and work tirelessly in the pursuit of world class progress for all of our students.

The facilities at Chalk Hills Academy are state of the art, providing students with the opportunity to develop their interests and skills in a wide range of areas.

In 2016 our students achieved 60% A*-C English & mathematics, which was a fantastic achievement for our young people.

As an Academy within the Shared Learning Trust, we believe our key aim is to give every child the best possible opportunity to flourish and develop into decent, disciplined, well-educated and employable adults.

Learning is clearly at the heart of all we do.

'It is the supreme art of the teacher to awaken joy in creative expression and knowledge.' - Albert Einstein

I am delighted to extend a warm welcome to you.

Best wishes,

Louise Lee

ABOUT THE SHARED LEARNING TRUST

The Shared Learning Trust is a stand-alone multi academy trust, which runs a family of four schools based in Bedfordshire:

- The Chalk Hills Academy, Luton, age 11-18, judged 'Good' by Ofsted
- The Stockwood Park Academy, Luton, ages 11-18, judged 'Good' by Ofsted
- The Sixth Form, Luton, age 16-19, judged 'Good' by Ofsted (A part of both Chalk Hills and Stockwood)
- The Linden Academy, Luton, age 4-11, judged 'Good' by Ofsted
- The Vale Academy, Dunstable, age 4-13, judged 'Good' by Ofsted

Our Academies are supported in their work by our Teaching School, based at The Chalk Hills Academy. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoe laces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

VISION & VALUES – *'Strive, Achieve, Believe'*

At The Shared Learning Trust, we provide opportunities for all our students and adults to be aspirational and develop a passion and excitement for learning. Working with our communities, we ensure all students are able to achieve beyond their targets to reach the success they deserve. Our students develop a strong self-belief so that they flourish and develop into well-rounded, self-respecting young people.

Our commitment to our vision can be seen through:

- Our academies working together to provide more opportunities for all students and staff
- A focus on the development of our staff with opportunities for clear and dynamic career progression and high quality recruitment and retention.
- Strong Trust approaches to our key issues, for example; teaching, assessment, attendance and curriculum development.
- Partnerships with schools outside of our Trust to maximise opportunities for all.
- Close working and communication with our families and local community.
- Care for our families beyond the school day.
- Excellent lessons and learning incorporating effective use of new technologies.
- An interesting yet challenging curriculum.
- 16-19 provision, which ensures progression, routes for all.
- A Cross-Trust focus on high achievement and high standards.
- Ensuring that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- Exemplary behaviour and conduct at all times.
- A can-do attitude across the Trust that fosters belief and high expectation.
- Ensuring no opportunities are missed.

ABOUT THE CHALK HILLS ACADEMY

Providing the very best education for all our students is the simple goal for The Chalk Hills Academy. Whilst firmly rooted in traditional values, we have made our Academy a vibrant and exciting place with a positive ethos that runs throughout the Academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.



OFSTED AT CHALK HILLS ACADEMY



Leadership and Management: 'GOOD'

- The purposeful and caring leadership of the Principal and the senior team have created a strong academy identity and a positive ethos shared by all members of the community. The strength of leadership is recognised without exception by the academy's staff. The atmosphere created allows teachers to teach effectively and students to learn well.

Behaviour and Safety of Students: 'GOOD'

- The behaviour of the students is good. Students are calm and orderly when moving between lessons and at breaks and lunchtimes. They are unfailingly polite and courteous to staff and each other. The atmosphere in lessons is calm and studious, attitude to learning are routinely positive as students want to learn and these characteristics have a strong impact on their progress.

Quality of Teaching: 'GOOD'

- Teachers help create positive learning environments in their classrooms. Constructive, trusting relationships have been developed throughout the academy and teachers and students share an expectation that learning will begin as soon as each lesson starts. Students are confident to engage actively in lessons and feel safe to venture answers to questions and make mistakes. Teachers are committed to improving their own skills and they regularly take advantage of the high quality professional development opportunities available at the academy. This has enabled continuous improvement in the quality of teaching.

Achievement of Pupils: 'GOOD'

- The proportion of students that attain five or more good GCSE passes including English and mathematics is higher than the national level. When compared to other schools nationally the progress made between Key Stage 2 and Key Stage 4 at the academy overall is extremely high. Most ability groups make very strong progress and finish Key Stage 4 with standards of attainment which are above average.

CPD AND TRAINING- *We invest in you!*

All four Academies at The Shared Learning Trust are a part of our Teaching Trust, which is held at The Chalk Hills Academy. We aim to offer exceptional teacher training and high quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Chalk Hills Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.

TEACHER TESTIMONIAL

"Having worked in London schools for over 12 years and overseas for a couple of years, I hadn't really considered a move to Luton. There is something about the diversity of London schools, both culturally and socially that I love and I genuinely didn't think that this would be replicated unless I working in another big city. The opportunity to work at Chalk Hills Academy came up and after looking at the website and Ofsted report, I decided to apply and have been here since January 2017. Chalk Hills Academy and The Shared Learning Trust (this is my first time working in a small academy trust) has certainly exceeded my expectations. Everything that I loved about working in London - diversity, atmosphere, forward thinking and generally wanting the best for all students is at Chalk Hills. In addition, working in a school that is part of a small multi-academy trust means that there are regular opportunities for collaborative working and partnerships. As well as the working environment, salary is always a consideration and I have been pleasantly surprised to find that there isn't a great deal of difference between The Shared Learning Trust and an Inner London salary. I would unreservedly recommend Chalk Hills Academy, The Shared Learning Trust and Luton; have a look I am sure you will too will be pleasantly surprised!"

JOB DESCRIPTION

Job Title: Minibus Driver

Responsible to: Vice Principal – Sixth Form

Salary Grade: L2

Purpose of post:

Drive the Academy vehicles and assist passengers on prescribed routes being responsible for the safe transportation of passengers to educational establishments and venues. Carry out routine maintenance and cleaning of vehicles.

Principal Responsibilities:

1. To collect passengers from the agreed pick up points, assisting them to the vehicle where appropriate, and take them to various establishments at the start of the academy day, at lunch and to return them to their starting point later the same day.
2. Ensure the safety of passengers whilst on the vehicle.
3. Help create and maintain a safe, supportive, secure atmosphere for all passengers.
4. Undertake appropriate vehicle checks and routine daily maintenance including vehicle cleaning and refueling. Report any vehicle defects found or suspected to the line manager, completing any necessary paperwork.
5. Contact appropriate staff in cases that cause concern or when conditions require attention to the physical and emotional needs of the passengers. In emergencies to contact relatives, friends, GP or emergency services. Report actual or potential child protection issues as a matter of urgency in accordance with child protection reporting procedures
6. Undertake other journeys as required such as Academy trips or the collection, loading and delivery of post, supplies, students and equipment
7. To coordinate and manage the minibus bookings at Stockwood Park Academy for trips and fixtures for students and liaise with the Chalk Hills Academy lead driver on the sixth form minibus timetable
8. Ensure that passengers are transported in accordance with safety guidelines and that all safety equipment is maintained in a fit condition for use, e.g. seat belts, wheelchair restraints, tailifts.
9. Report any incident or accident involving the vehicle or its occupants to the line manager as soon as possible and in any case within 24 hours.

DIMENSIONS:

- **Supervisory Management:** None
- **Financial Resources:** None
- **Physical Resources:** Academy minibus
- **Other:** N/A

CONTEXT:

Driver/Passenger Assistants provide an essential service in the transporting of passengers. Driver/Passenger Assistants must be fully aware and sensitive to the individual needs of the passengers carried on the vehicle and be flexible with regard to working hours to meet unavoidable delays. Whilst acting in the capacity of a Passenger Assistant, duties and tasks will be undertaken under the general supervision of the driver.

Because of the nature of this job, it will be necessary for the appropriate level of Disclosure and Barring Service (DBS) to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

'The trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring service'.

The Shared Learning Trust believes that every child does matter, and adherence to the Academy's Every Child Matters Policy is not only compulsory, but should be practiced mindfully at all times.

Person Specification

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) - without which candidate would be rejected

Desirable (D) - useful for choosing between two good candidates

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Some experience of driving vehicles larger than cars.	1,2	Some experience of working with, children	1,2
	Some experience of working with people and the general public.	1,2	Some experience of driving passenger-carrying vehicles.	1,2
Skills/Abilities	Able to communicate clearly, tactfully and politely with parents, carers, clients, colleagues and young people.	1,2	Capable of working co-operatively within a team.	1,2
	Able to exercise initiative in emergency situations such as vehicle breakdown.	1,2	Willing to vary routes and hours with appropriate notice.	1,2
	Able to vary normal working hours to meet unavoidable delays.	1,2		
Equality Issues	Able to recognise some common forms of discrimination.	1,2		
Specialist Knowledge	A good knowledge of daily vehicle checks and maintenance procedures.	1,2	Some knowledge of moving and handling techniques.	1,2
	Some knowledge of traffic regulations.	1,2	Some knowledge of first-aid.	1,2
Education and Training	Willingness to attend regular training as part of a planned programme.	1,2	Ability to attend vocational driver training if appropriate.	1,2
			Driver training to MiDAS standard First Aid Trained	1,4 1,4
Other Requirements	Able to drive competently and safely as evidenced by full current driving licence (category D PCV) licence essential and independent driving assessment.	1,2,3,4	Able to operate machinery and mechanical lifting aids.	1,2
	Able to undertake heavy lifting when required.	1,2		
	Must be over 23 years (for insurance purposes)	1,2		

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The Job-holder will ensure that Academy's policies are reflected in all aspects of his/her work.

The postholder will ensure that school policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)
- (iv) Code of Conduct

'The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.'