



MINIBUS DRIVER

Rossington All Saints Academy

Bond Street
Rossington
Doncaster
DN11 0BZ

RECRUITMENT INFORMATION PACK

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February 2018

Dear Applicant,

We are delighted that you have expressed an interest in working at Rossington All Saints Academy, a Delta Trust Academy working in partnership with the Diocese of Sheffield.

Rossington All Saints became an academy on 26 April 2011 and is building upon the work of the predecessor school to deliver transformational change and sustainable improvement for the benefit of all our young people. In the summer of 2017, our results as an academy signalled our high expectation and aspirations for the future with the academy achieving a provision Progress 8 score of 0.77 making Rossington All Saints Academy the top performing school in Doncaster for the second year running and 1st out of 55 similar schools nationally for the second time. In 2017 56% of students gained a standard pass or above in English and Maths, with 39% achieving level 5 or above. In the 6th Form, students achieved a 100% pass rate at A2.

These results are a clear reflection of the pace at which the academy is improving as recognised by OFSTED in July of this year which judged the academy as remaining as a good school.

'The leadership team has maintained the good quality of education in the school since the last inspection. You and your leadership team have sustained ongoing improvement by swiftly identifying areas for development and employing effective strategies to secure success.' (OFSTED July 2017)

'Through your vision for the school you have developed an ethos of high expectations. Pupils value and show respect and tolerance for each other, your staff and the building.2' (OFSTED July 2017)

As a member of the Delta Academies Trust, the academy benefits from a partnership with other academies locally and this is reflected in the collaborative provision for post 16 students, and for our most vulnerable learners in terms of inclusion. In addition, working within the wider group of academies presents numerous additional learning and extra-curricular opportunities for our students, whilst also providing excellent opportunities for staff that are of the highest quality as part of Delta's teaching school alliance.

I am extremely proud to work with such a committed and talented team of students and staff, who work tirelessly to make Rossington All Saints Academy the highly successful school that it is today.

If you feel that you have the skills, qualities, experience, drive and passion to work at the academy in its journey of continued improvement, I very much look forward to receiving your application.

Rob Burton

Associate Principal
Rossington All Saints Academy

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at www.deltatrust.org.uk

Vision

'Changing lives'

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NQOs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobssouth@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

Rossington All Saints Academy Minibus Driver

**Permanent,
Part time – 20 hours per week**

Term time only

**Grade B Point 10 – 11 (£15,613 - £15,807 pro rata)
Actual Salary (£7002 - £7089)**

Required from April 2018

We are seeking to appoint a Minibus driver to join our academy from April 2018.

The successful post holder will work as part of the facilities team and will be the minibus driver for the academy's home/school transport provision, including routine safety checks on the vehicle.

You will be required to operate one of the academy's mini buses, collecting children from school and transporting them to various events, fixtures or other academies. You will be required to work flexibly to meet the needs of the academy.

Delta Academies Trust is committed to pursuing the very best for every student to ensure that "no individual is left behind".

We look forward to you joining our dedicated and supportive team.

Visits to the academy are warmly welcomed, please arrange an appointment by contacting the academy on 01302 868414.

Closing Date: Monday 26th February at 12 noon

**An application pack can be downloaded from
<http://recruitment.deltatrust.org.uk/>**

**or by contacting our recruitment team on
0345 196 0095
or email
jobssouth@deltatrust.org.uk**

Delta Academies Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

**Minibus Driver
Job Description**

Salary: Grade B Scale Point 10 – 11 (£15,613 – £15,807 Pro Rata)
Actual Salary (£7,002 - £7,089)

Hours: 20 hours per week/ Term Time only (38 weeks)

Responsible to: Finance Manager

Role: To work as part of the Facilities team and to be the minibus driver for the school's home/school transport provision; including routine safety checks on the vehicle.

Duties to include;

1. Operating one of the academy's mini buses transporting students to various locations and other academies/schools.
2. Ensuring that the minibus is kept clean and in good condition, including, but not restricted to:
 - Weekly cleaning of the bus, both inside and out
 - Ensuring signs inside the bus are properly attached and in good condition
 - Regular visual inspection/ checking of tyres, lights, oil, water, fuel
 - Ensuring that any additional work required is communicated immediately to the Site Manager
3. Adhere to all school policies including Health and Safety guidelines for minibus Drivers
4. Enforcement of the school behaviour policy and the reporting of any incidents or unsatisfactory behaviour to the Line Manager.
5. Dealing with accidents/incidents and reporting them to the Finance Manager.
6. Working flexible to meet the needs of the academy.

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The job holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the Academy's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the role, the Job holder becomes aware of any actual or potential risks to the safety or welfare of children in the school s/he must report any concerns to the Academy's Child Protection Officer or to the Head of Academy.

**Minibus Driver
Person Specification**

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
An awareness of Every Child Matter's Agenda and Child Protection		✓	A/I
Understanding of Health & Safety Issues and good practice	✓		A/I
Knowledge of moving and handling procedures	✓		A/C/I
Awareness and understanding of basic safety and security measures	✓		A/C/I
Full Clean Driving Licence	✓		
Hold a first aid certificate		✓	A/C
Driving licences obtained on or after 1st January 1997 must have a category D1 PCV entitlement on their licence by meeting higher medical standards and passing an appropriate test or have obtained a driving licence before January 1 st 1997			
EXPERIENCE			
Have experience driving a minibus	✓		A/I/R
Have held had a driving licence for at least 2 years and be 21 years of age or over.	✓		A/I/R
Experience of working with children		✓	A/I/R
Experience of working in the bus industry/community transport sector.		✓	A/I/R
SKILLS			
Good organisational and personal management skills	✓		A/I
Effective communication skills	✓		A/I/R
Ability to deal with day to day issues on own initiative	✓		A/I/R
Effective time management	✓		A/I/R
Ability to relate well to children and adults	✓		A/I
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Work in ways that promote equality of opportunity, participation, diversity and responsibility.	✓		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	✓		A/I
The post holder will require an enhanced DBS check	✓		C

Key: MOA= Method of Assessment, Ess= Essential, Des= Desirable, A= Application, I= Interview, and assessment, R = Reference, C= Certificate

ACADEMY'S STATISTICS PAGE

Rossington All Saints Academy Facts and Statistics

Type of School	Sponsor Led Academy	
Age Range	11-18	
Location	Rossington, Doncaster	
Denomination	Church of England	
Co-educational or single sex	Co-educational	
Specialisms	English and Sport with Applied Learning	
Number of students on roll	725	
Progress 8 score	0.77 (top 4% of schools nationally and 1 st out of 55 similar schools nationally)	
Attendance	95.2%	
Date school established	26 April 2011	
School Awards	Youth Sport Trust Gold Partner Status, Quality Award in CEIAG	
Number of teaching staff	45	
Number of associate staff	52	
% of PP students	42%	
% of students with SEN	16%	
% of students with EAL	2%	
GCSE results 5+ A* to C (and equivalent including English and Mathematics)	2015	60%
	2016	64%
	2017 (standard pass in English and Maths)	56%
A Level Results 2016	Average Grade for Best 3 A levels= D+ (meeting national average) Average Grade for Vocational Subjects Dist* (top 32% nationally)	
University Admissions	2016	100% of students who applied were offered a place at university
	2017	100% of students who applied were offered a place at university
No of students in 6 th Form	100	