



Class Teacher

APPLICATION PACK



Dear Applicant,

Thank you for showing an interest in joining The Bolton Impact Trust.

Bolton Impact Trust Academies have been delivering high quality Alternative Provision and Special Education to pupils in Greater Manchester and Lancashire for over 20 years and we are proud of our track record of making a real difference to children's lives in our area.

We aim to inspire every young person to acquire the knowledge, skills and experience necessary, both inside and outside the traditional classroom environment, to fulfil their true potential. Developing self-esteem, confidence and resiliency are major goals for us and preparing our young people to enjoy worthwhile and fulfilling lives back in their communities after attending the Impact Trust Academies is a crucial part of our work.

We think that our Trust is a very special place where we respect individuality, diversity and difference. Every child who joins us is afforded a fresh start, and every adult who joins our team is allowed to contribute. Staff Wellbeing is extremely important to us, and we offer attractive support packages, including Employee Assistance Programmes, Wellbeing Credits and enhanced CPD opportunities.

We are now looking to appoint a Class Teacher at our Lever Park Academy. If you are a dynamic, motivated, conscientious professional who has a passion for working with children and young people and you feel you have the skills and personal attributes to work as part of an innovative, energetic and ambitious Academy Team, we would love to hear from you.

Yours faithfully

Paul Hodgkinson



CEO – Bolton Impact Trust

WELL-BEING AT THE BOLTON IMPACT TRUST

The Bolton Impact Trust recognises that staff are our most important assets and we wish to support them fully to thrive both personally and professionally. We recognise that there is a correlation between the wellbeing of our staff and the quality of provision that we offer to our pupils so we wish to promote a consistent trust-wide approach to wellbeing for our staff. We want our staff to thrive, come to work happy and leave work happy.

Our whole Trust vision is for all staff to enjoy successes at work and to develop their experience and skills to become excellent at what they do. Our wellbeing mission and aims are built in culture rather than as a set of stand-alone wellbeing activities. We believe that wellbeing is a constant state of botheredness for all.

Our wellbeing pledges

- We demonstrate compassionate leadership at all times
- We promote the concept of 'it's nice to be nice'
- We challenge any instances of non-compassionate leadership
- We create a constantly open 'support window' for staff
- We survey staff regularly
- We recognise outstanding staff performance regularly (praise culture)
- We offer high-quality CPD
- We consistently apply Trust policies
- We ensure that scrutiny leads to support, not judgment
- We look to create better environments for staff to work in
- We put resources aside for wellbeing activities
- We create Leadership Spaces for staff to work without external interference
- We provide opportunities for staff to collaborate with colleagues from across the trust and from external networks

Some examples of wellbeing activities include:

- Workload reduction strategies being reviewed regularly
- Making adjustments to working conditions for staff when required
- Clear email expectations – we do not expect our staff to read or respond to emails outside of working hours unless they want to
- Providing free refreshments each day
- Access to 'wellbeing' credits which allows agreed time off work
- Access to free counselling and Occupational Health
- Access to free physiotherapy
- Providing pastoral drop-ins and confidential supervision sessions for staff
- Fresh water dispensers on all sites
- Providing creative opportunities for connecting with staff and promoting their wellbeing (e.g., breakfast meetings, shared lunches,)
- Employee Assistance programme
- Menopause support
- Men's Health promotions
- Extensive opportunities for staff development (CPD programme)
- Equality Champions
- Wellbeing Champions

ADVERT – CLASS TEACHER

Are you passionate about making a meaningful impact on pupils' learning journeys? Do you thrive in a nurturing environment where every child is supported to reach their full potential? We are excited to offer an opportunity for a dedicated and enthusiastic Class Teacher to join our team at Lever Park on a permanent contract from September 2025. This role will be primarily based within our Nurture provision, where you will play a vital role in creating a safe, supportive, and engaging learning environment for our pupils.

Lever Park Academy is a special academy in Bolton catering to secondary-aged pupils with social, emotional, and mental health needs. Each pupil has an Education Health and Care Plan, guiding a tailored curriculum that balances academic, vocational, and personal development to help them reach their full potential. The academy maintains small class sizes, with a ratio of eight pupils to three staff members, ensuring individualised attention. A strong emphasis is placed on building self-esteem, resilience, and confidence, preparing pupils for life beyond Lever Park. The curriculum includes a wide range of subjects, from core academics to vocational studies, personal development, and career education, all designed to address the complex needs of the pupils and equip them with the tools to become happy and productive members of society.

Why you?

- You are enthusiastic and passionate about Special Education, with a commitment to pupil achievement and well-being
- You are highly organised and an effective communicator.
- You are a dedicated team player with a collaborative approach to working.

The successful applicant will be an enthusiastic and inspiring individual with a love of learning, excellent communication skills, and a strong ability to work collaboratively as part of a team

Why choose us?

- At BIT we value all members of staff. We have a strong focus on staff wellbeing, providing access to wellbeing support services via a dedicated wellbeing charter
- We are a growing Multi Academy Trust (MAT)
- Guidance of a supportive and experienced executive leadership team who invest in the development of their teams and the Trust
- Encouragement of further and continued professional development
- Competitive salary
- Fantastic Local Government Pension Scheme

This role is a permanent contract

Applications should be submitted by Monday 21st April 2025 at 8:30 am to Victoria Gavin, HR & People Manager, at: GavinV@boltonimpacttrust.org.uk

Visits to the Academy are welcomed and should be arranged by contacting the Academy Lead Mr M. Taylor, at TaylorM@boltonimpacttrust.org.uk

Interviews will be held the week commencing 12th May 2025

Candidates should ensure that they and their referees are easily contactable, with the correct phone number and email address and able to reply promptly if references are requested.

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed. Following shortlisting we will also undertake an online search on all applicants to confirm a candidate's eligibility, and to identify any potential safeguarding concerns or risks to the Trust's reputation.

This post is subject to an enhanced DBS check.

Bolton Impact Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Job Description

Job Title	Class Teacher
Salary	Teachers Pay Scale Salary MPS/UPS £31,650-£49,084 SEN 2 Allowance £5,285
Location	Lever Park Stock Park Drive Horwich BL6 6DE
Hours of Work	Full time
Contract	Permanent
Responsible to	Academy Lead

Job Purpose:

- To contribute to the development of the whole school curriculum
- To fulfil the Teachers' Standards
- To uphold the Trust's belief that all pupils can make excellent progress
- Prepare and deliver lessons as part of a broad and balanced curriculum to meet all pupils' personal needs
- To be a reflective practitioner who acts on feedback to improve their practice and is able and willing to share best practices with their colleagues
- To monitor and support the overall progress and development of pupils, including their social, emotional and behavioural development.
- Facilitate and encourage a learning experience and environment which provides pupils with the opportunity to achieve their potential
- To contribute to raising standards of pupils' progress and attainment

Main Responsibilities:

The duties and responsibilities listed below are indicative of a Teacher at Lever Park Academy will perform and are not intended to be an exhaustive list. The Post holder will be expected to take on additional responsibilities appropriate to the role as they arise.

Teaching & Learning:

- Provide a personalised and responsive teaching approach that takes into account the needs of all pupils.
- To set work which is appropriate and matches the pupils' ability.
- To give impactful feedback to pupils that results in deepening their knowledge and understanding and helps them to make progress
- Use a variety of delivery methods and pedagogical activities which will stimulate learning appropriate to pupils' needs and demands of the provision
- Monitor the impact of pedagogical activities on pupils' learning
- Assess pupils, underpinned by the principles and practice of AfL and in line with academy procedures

- Assess, record and report on the attendance, progress, development and attainment of pupils and to maintain high-quality records of this information
- Provide and contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Ensure that literacy and numeracy skills are reflected in the learning experience of pupils
- Ensure a high-quality learning experience for pupils which meets internal and external quality standards
- Maintain discipline following the school's procedures and encourage good practice concerning punctuality, behaviour, standards of work and independent study

Operational / Strategic Planning & Quality Assurance:

- To assist in the development of appropriate resources, schemes of work, marking policies and teaching strategies.
- Work collaboratively with other staff to ensure a sharing and effective usage of resources to the benefit of the academy and the pupils
- Contribute to the academy development plan and implementation
- Effectively plan and prepare lessons
- Contribute to educational enhancement activities, including pastoral development initiatives
- Contribute to the whole academy's planning activities
- Ensure quality assurance procedures are implemented and adhered to
- To take part, as and when required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy

Curriculum Provision and Development:

- Ensure that the curriculum provides a range of teaching which complements the pupils' development requirements
- Assist in the process of curriculum development and change to ensure continued relevance to the needs of pupils, examining/awarding bodies and our Aims and Strategic Objectives

Staff Development, Recruitment & Wellbeing:

- To take part in the academy's CPD programme
- Continue your personal development by keeping yourself informed and knowledgeable about the latest research and developments in your subject area and in teaching in general
- Engage actively in the Appraisal process
- Ensure the effective/efficient deployment of classroom support
- Be a member of a designated team and to contribute positively to effective working relations within the academy

Communications:

- Communicate effectively with the parents/carers of pupils' as appropriate
- Where appropriate, to communicate and co-operate with bodies outside the academy
- Follow agreed policies for communications in the academy
- Contribute to the development of effective links via the Trust hubs and other networks

Care Guidance and Support:

- Promote the general progress and well-being of individual pupils

- Liaise with other key staff to ensure implementation of all behaviour strategies
- Evaluate and monitor the progress of pupils and keep up-to-date pupil records
- To alert the appropriate staff or the Academy Lead to problems experienced by pupils and to make recommendations as to how these may be resolved

General Duties:

- To play a full part in the life of our community, to support its distinctive aims and ethos and to encourage staff and pupils to follow this example.
- Promote actively the academy's corporate policies and comply with the academy's Health and Safety policy and undertake risk assessments as appropriate
- You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation or any subsequent legislation

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Person Specification	
Essential	Desirable
Qualifications & Training	
Educated to Degree Level	
Professional Teaching Qualification (PGCE, QTS) Primary or Secondary accepted	
Evidence of continuous Professional development	
Experience	
Experience of working with pupils with SEMH and complex needs (ADHD, PDA, ASD, Sensory needs, ODD, Dyspraxia, Attachment disorder and ACES).	Have experience with EHCP and Annual Review Process
Experience in implementing pastoral and behavioural support programmes for pupils who require additional support	
Successful teaching experience in a Special/alternative provision setting	
Experience in driving impactful SEN strategy in the classroom	
Expertise and experience in delivering the curriculum.	
Knowledge, Skills and Abilities	
To have a detailed knowledge of the requirements of delivering provision to KS3 and KS4 Pupils	Ability to teach across a broad curricular range
Knowledge of behaviour management techniques for groups and individuals (including de-escalation strategy)	
The ability to accurately assess the quality of the work of pupils against national standards	
Set high expectations for pupil behaviour	

and establish a clear framework for classroom discipline promoting self-control and independence whilst managing pupils' behaviour constructively	
Work effectively as part of a team developing positive relationships with colleagues, students, parents/carers and other agencies, as appropriate	
The ability to promote the social, moral, spiritual and cultural development of pupils through high-quality mentoring and support	
The ability to promote literacy, reading, spelling and numeracy skills through excellent pedagogical practice	
Excellent communication skills, both written and oral, with staff, pupils, and parents	
Personal Qualities	
Clear dedication to teaching pupils with complex needs	
Flexibility and an ability to respond creatively to the challenges of working in a SEMH setting	
Committed to the development and values of the Trust	
Willingness to work across the trust and share good practice	
All year-round commitment to performance management and CPD	
The highest expectations of yourself, colleagues, and pupils	
Work effectively as part of a team developing positive relationships with colleagues, pupils, parents/carers, and other agencies, as appropriate.	
Comfortable working with young people and families with challenging behaviours	
Commitment to impactful networking and research activity	
Resilient and adaptable, with the ability to manage change effectively.	

Committed to impactful and effective communication	
Creative and willing to embrace innovative ideas and methodologies	
Reflective practitioner with a commitment to continuous improvement	
Enthusiasm, commitment, determination	
Committed to the well-being of yourself and others	