



**PATHWAY TO TEACHING  
(UNQUALIFIED TEACHER PAY SCALE)  
CANDIDATE PACK**

**SEPTEMBER START OR EARLIER IF AVAILABLE**



**Sidney Stringer  
Multi Academy Trust**



## Dear Candidate

Welcome to Ernesford Grange Community Academy and thank you for showing an interest in joining our team. This academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students and enjoying their work along the way.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools; Sidney Stringer Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Radford Primary Academy and Sidney Stringer Primary School.

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff.

Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve.

Developing our staff to be the best they can be in whatever field they choose is incredibly important and a variety of bespoke CPD opportunities is a key component of our continued improvement in high quality teaching and learning as we invest heavily in this aspect of school life. This year we are launching a new, vastly improved CPD package offering a variety of pathways alongside investment in NPQs, Masters accreditations and other external professional development opportunities. When you join the Ernesford team our mission is to keep challenging you to become even better than you ever imagined you could be!

**Denise Burrows**  
**Head Teacher**  
Ernesford Grange Community Academy

# Our Vision, Mission and Values

## OUR VISION

Excellence for All

## OUR MISSION

To work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society.

## OUR CORE VALUES

Respect . Determination . Kindness

## Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students.
- SLT actually trust staff to work and do not micro manage everything.
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone.
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school.
- SLT listen to you and actually take on board suggestions on how to keep improving.
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

# Pathway to Teaching Program

Are you considering a career in education? Do you want the opportunity to gather first-hand experience in the classroom? Would you like to gain experience in different educational settings? Are you seeking a school that will nurture and develop you?

We are seeking to recruit an aspiring teacher to join our Pathway to Teaching Program. The successful candidate would be based at one of our Trust schools as an Associate Teacher where they would be responsible for covering a range of lessons across the school. Alongside this you would participate in our Pathway to Teaching Program.

Through the Pathway to Teaching Program, you will have the opportunity to:

- Join a department/phase team at the main school you will be based in.
- Observe experienced teachers on a regular basis.
- Undertake placements in other settings and schools across the Trust.
- Participate in our teacher CPD program.
- Work with colleagues across a range of different departments, phases and settings.
- Receive personalised coaching from one of our Teaching and Learning Consultants.
- Meet with colleagues from the Coventry SCITT to explore routes into teaching including finance.
- Support with the application process for training to teach.
- Have a guaranteed interview with Coventry SCITT.



# Job Description

## MAT Associate Teacher

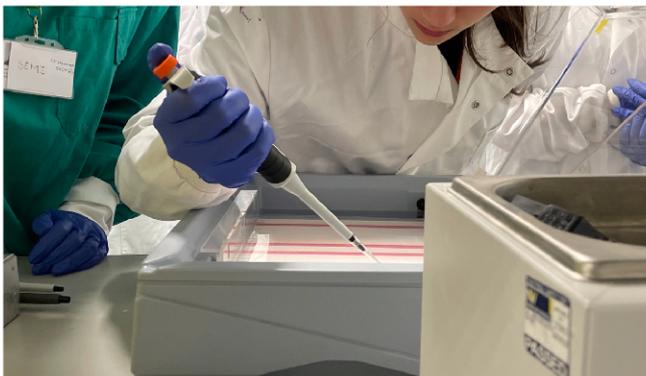
<b>Scale:</b>	UQT pay scale
<b>Hours:</b>	Monday-Friday as per teacher terms and conditions
<b>Contract:</b>	Fixed term contract

**Ernesford Grange Community Academy** is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

### JOB PURPOSE

To provide classroom supervision and deliver teaching and learning activities in the event of the absence of teaching staff within the school. To participate in the Pathway to Teaching Program.

- To provide in-class support to other learning activities.
- To assist with lunchtime supervision where necessary.
- To assist with after school and break duties as part of the rota.
- To assist with the tutorial programme as a member of a tutor team.
- To engage with the Pathway to Teaching Program.



### DESCRIPTION OF DUTIES AND RESPONSIBILITIES

#### Classroom based Associate Teacher:

- Supervise whole class to undertake work/activities that have been set by teachers in accordance with the school policy, including introducing and closing the class.
- Take the register in accordance with school procedures.
- Manage the behaviour of students whilst undertaking cover supervision to ensure a constructive environment.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Respond appropriately about process and procedures relating to the learning activity.
- Deal with any immediate problems or emergencies according to the School's policies and procedures.
- Collect any completed work at the end of the lesson, returning it to the appropriate teacher.
- Ensure that communication links with the appropriate teacher are established to ensure continuity is maintained.

# Job Description Continued

## Classroom based Associate Teacher continued:

- Report back, as appropriate, using the Academy's agreed procedures on the behaviour of students during the class, and any issues arising.
- When not required to cover for absent teachers, other duties will be carried out by arrangement with the Line Manager.

## IN CLASS SUPPORT

To assist with various learning activities as directed by a class teacher. Activities will vary according to the subject/age of students but could include working with individual students or small groups, and assisting with the supervision of school visits.

## EXAM INVIGILATION

Assist as part of a team in invigilating examinations, either internal or external exams.

## TUTORIAL

To assist a tutor group/tutor team.

## GENERAL

- The postholder must carry out his or her duties with full regard to the Sidney Stringer MAT Equal Opportunities Policy.
- To support with after school activities.
- To be available for 2 lunchtime/break time duties each week as directed by the Assistant Head leading on duties.
- The postholder will perform any other duties and responsibilities within the range of the salary grade.

## OTHER DUTIES

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.
- To follow the Pathway to Teaching program.



# Person Specification

## MAT Associate Teacher

ATTRIBUTES	REQUIREMENTS
<b>QUALIFICATION</b>	<ul style="list-style-type: none"> <li>■ GCSE English and Maths level 4 or above</li> <li>■ A degree 2:2 or above</li> </ul>
<b>KNOWLEDGE &amp; UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>■ Of the needs and characteristics of young people</li> <li>■ Of supervision and behaviour management techniques</li> <li>■ Of the importance of positive role models for young people</li> <li>■ Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure effective learning</li> <li>■ Of equal opportunities and anti-discriminatory practice in the context of the school community</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>■ A personal presence</li> <li>■ To communicate effectively – verbal and written</li> <li>■ To motivate and encourage students to work co-operatively</li> <li>■ To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively</li> <li>■ To be a team player</li> <li>■ To organise and co-ordinate classroom activities</li> <li>■ The ability to converse at ease with members of the public (including colleagues, pupils and parents) and provide advice and information in accurate spoken English is essential for the post</li> <li>■ Aspiration to become a Qualified Teacher</li> </ul>
<b>ATTITUDES &amp; VALUES</b>	<ul style="list-style-type: none"> <li>■ High expectations of personal performance and of pupils' success</li> <li>■ Commitment to one's own learning</li> <li>■ A belief that schools can make a difference</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>■ Of working with groups of young people</li> <li>■ Of resolving problems and handling challenging situations</li> <li>■ Of managing behaviour effectively</li> <li>■ An excellent attendance record</li> </ul>
<b>SPECIAL REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>■ This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A DBS Disclosure will be required prior to appointment.</li> </ul>

# The benefits to being a colleague within Sidney Stringer Multi Academy Trust

- 100% attendance - 1 day off following year.
- Staff Development- new leadership challenge programme and subsidies for Masters' degree
- Chromebooks for teaching staff and class sets for lessons.
- Social committee with subsidised events.
- Revision sessions paid for.
- Occupational health and counselling support
- Cycle Scheme
- Free Flu jabs
- Long service awards
- Potential to work across more than one school





## How to Apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary School and Sidney Stringer Academy.

### FUTHER INFORMATION

If you would like further information or to discuss the post in more detail then please contact:

**Kate Jefferson, Vice Principal:**  
[kjefferson@sidneystingertrust.org.uk](mailto:kjefferson@sidneystingertrust.org.uk)

For further details, an application form, and to apply, please visit our Website:  
[www.sidneystingertrust.org.uk](http://www.sidneystingertrust.org.uk)

Please return completed application forms to the recruitment team at  
[recruitment@egacademy.org.uk](mailto:recruitment@egacademy.org.uk)  
[No hard copies to be sent in the post].

We look forward to receiving your completed application form.

**Closing date:** Monday 10th June 2024  
We reserve the right to interview prior to this date if suitable candidates apply.

**Interview date:** Interviews will be held upon application.

**Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.**

## OUR VISION

Excellence for all

## OUR CORE VALUES



RESPECT



DETERMINATION



KINDNESS