



APPLICATION PACK

ROLE: Behaviour Modification Leader

START DATE: To be confirmed

SALARY: Grade 6 (£16,959) Term Time plus one week

HOURS: 37 hours per week

Moor End Academy
Dryclough Road
Crosland Moor
Huddersfield
HD4 5JA

Telephone: 01484 222230
Fax: 01484 222233
Email: office@edu.moorend.org
Principal: Mr Kash Rafiq

CONTENTS

Page	Item
3	A word from the Principal
4	Moor End Academy
5	SPA and Dryclough Campus
6	Joining Moor End Academy
7	Local Information
8	The Selection Process
9	Why become a Behaviour Modification Leader
10-12	Job Description
13	Person Specification

'A word from the Principal'



Dear Applicant,

Firstly, thank you for your interest in working at Moor End Academy. If you are impressed by our work, understand our vision and want to be a part of our journey to world class, then we are keen to hear from you.

Moor End are partners in the highly regarded South Pennine Academies family, and we firmly believe in educating young people to be successful through strong leadership, high performing staff and through engaging communities. Our vision is to become a world class centre of educational excellence; an academy that provides the very best learning experiences as well as fostering a culture of aspiration, so that every student makes good progress and reaches their full potential regardless of their starting points. We passionately believe that, as educators, we have the power and responsibility to inspire our students to be the best they can be - to enable our learners to pursue their dreams and become the leaders of tomorrow.

To me, it's essential that all members of our school community put in the time and energy to bring the ethos to life. It's important to me that everyone who steps through our doors: staff, students and parents-are excited to be here! This attitude enables us to meet our goal of becoming a world class center of educational excellence in a positive, fun, and nurturing environment.

We want to expand our family of committed and skilled people, who will impact positively on the futures of our next generation. If you wish to discuss any of the opportunities we have on offer, please contact us at szashraf@edu.moorend.org or call 01484 222230.

Please enjoy reading further, and we look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, which appears to read 'K. Rafiq'.

Mr Kash Rafiq
Principal



Moor End is a converter academy that opened on 17th August 2011. We converted as an outstanding school. Prior to this we were a community school. Our CEO, Jane Acklam is a National Leader of Education. Under these designations we play a leading role in the training and professional development of teachers and contribute towards the raising of standards across the school system through school to school support. Moor End is an award winning academy and has continued to be recognised by Ofsted as 'outstanding'.

At Moor End we have the secondary resourced provision for students within Kirklees with visual impairment, with a capacity for 12 fixed-term places and 2 transitional places. Students within the provision attend mainstream lessons and are fully integrated in to academy life. In addition to these places, the team also supports over 80 students, across secondary schools in Kirklees, in an outreach capacity. The team consists of highly skilled teachers, technicians and educational teaching assistants who support the students' access to the curriculum. Students in the provision also access a personalised additional curriculum, which supports their independence, including - amongst others - mobility, braille and touch-typing.

We have a number of experienced and skilled educational teaching assistants who support students and classes that require enhanced input to access the curriculum. English and maths have their own dedicated teaching assistant whilst the other teaching assistants are managed, supported, trained and allocated through the special educational needs department.

We are an 11-16 mixed comprehensive academy with 1000 students on roll. In 2015, Woodside Pre School opened in the grounds of Moor End Academy. Woodside Pre School serves 2-4 year olds and has a 36 place setting. In January 2016, it was rated as 'Good' by Ofsted, with the inspection report stating 'Children of all abilities make good progress from their different starting points. They are eager to take part and are well prepared for the next steps in their learning.' Beaumont Primary Academy opened its doors for the first time in September 2016 and the staff and students moved into their fantastic new building which is on our Dryclough site on September 2018. For more information please see www.beaumontprimary.org.uk.

The academy draws the majority of its admissions from the local area. We are held in high regard locally and regionally. The academy's mission is for all young people at Moor End to ensure we can confidently say, "we gave every student his or her GCSE passport to success." We passionately believe, as educators, we have the power and responsibility to inspire our students to be the best they can be to enable our learners to pursue their dreams and become the leaders of tomorrow.

We serve a highly deprived area of Huddersfield. Over 70% of our students come from ethnic minority backgrounds and we usually have around 10% of our cohort who are either new arrivals to the country, asylum seekers/refugees or other foreign nationals. 49.4% of our students have a first language that is not English. 38% of our students start education at Moor End Academy as lower attaining students, yet when they leave us, over two thirds make better than national average progress. The majority of our learners stay in education post 16 at the further education colleges within Huddersfield.



South Pennine Academies Trust has grown from strength to strength with eight primary and secondary schools that have a shared vision of:

- *Strong and effective leadership;*
- *High performing staff;*
- *Successful students;*
- *Engaged community.*

South Pennine Academies believe in school improvement through a partnership model; this brings expertise and capacity to the school improvement agenda. Whilst Moor End Academy retains its own characteristics and ethos, it benefits immensely from school partnership working. The shared working provides exceptional cross phase, subject to subject and leadership development opportunities to staff across the trust. You can expect the highest quality professional development at not only Moor End Academy, but also trust wide.

For more information visit <http://www.southpennineacademies.org/>

Dryclough Campus

Campus development at our Dryclough site continues to be exciting for staff, students and the local community, with Moor End Academy just one part of a vibrant campus, which includes;

Woodside Pre School - this serves 2–4 year olds and is a 36 place setting. In January 2016, it was rated as 'Good' by Ofsted. For more information please see <http://woodsideps.org.uk/>

Beaumont Primary Academy - the country's first Presumption Free School, opened its doors for the first time in September 2016. This primary provision currently accommodates up to 90 places this year. A new state of the art school building opened its doors in September 2018 with a capacity eventually for up to 630 children. For more information please see www.beaumontprimary.org.uk

Huddersfield Horizon School Centred Initial Teacher Training (SCITT) - "Huddersfield Horizon" teacher training base is situated on the Dryclough campus. For more information please see <https://huddersfieldhorizon.com/>

JOINING MOOR END ACADEMY

- Moor End Academy is committed to developing all staff within their roles and creating opportunities for further career progression.
- **Pension** – Every employee of Moor End Academy has access to the Teachers' Pension Scheme or West Yorkshire Pension Fund.
- **SAS** - The Academy uses School Advisory Service as our cover insurer and included in this is a number of wellbeing benefits for all members of staff. These benefits include a stress counselling service, physiotherapy service, cancer support service and a 24 hour GP Helpline.
- **Wellbeing Benefits** including annual flu vaccinations, fresh fruit for staff, staff exercise classes and much more!



LOCAL INFORMATION



Huddersfield is a large market town in the Metropolitan Borough of Kirklees, in West Yorkshire, England, halfway between Leeds and Manchester. It lies 190 miles north (310 km) of London, and 10.3 miles (16.6 km) south of Bradford, the nearest city.

Moor End Academy is easily reached from Barnsley (18 miles), Penistone (13 miles), Holmfirth (6 miles), Wakefield (15 Miles), Bradford (15 miles), Oldham (17 Miles), Rochdale (22 miles), Hebden Bridge (16 miles), Halifax (10 miles), and Leeds (20 miles). Moor End is just a few miles south of the town centre.



Huddersfield is near the confluence of the River Colne and the River Holme. Located within the historic county boundaries of the West Riding of Yorkshire, according to the 2001 Census it was the 10th largest town in the UK and with a total resident population of 146,234. The town is known for its role in the Industrial Revolution, for being the birthplace of rugby league and birthplace of the British Prime Minister, Harold Wilson.

Within our own catchment is the breathtaking Beaumont Park, which was bequeathed to the town in the 1880s, by the Henry Ralph Beaumont ('Beaumont's of Whitley' estate) and was opened on 13 October 1883, by Prince Leopold, fourth son of Queen Victoria, and his wife Princess Helena of Waldeck and Pymont (The Duke and Duchess of Albany). It is a fine example of a Victorian era public park with water cascades, bandstand and woodland. The academy has a working relationship with the Friends of Beaumont Park.



Huddersfield is a town known for sport, home to the rugby league team, Huddersfield Giants, founded in 1895 and Huddersfield Town F.C.- founded in 1908. Many of the staff are keen supporters. The town is also well known for excellent cycling facilities around the local area and many cycle lanes. Tour de France 2014 came to Huddersfield during the second stage, which was 125 miles long, including perhaps the most famous climb in British cycling - up Holme Moss, near Huddersfield. It also passed through Holmfirth, famous as the location of the long-running BBC comedy Last of the Summer Wine. The town is home to the University of Huddersfield

and the sixth form colleges Greenhead College, Kirklees College and Huddersfield New College. Huddersfield is a town of Victorian architecture and beauty. Huddersfield railway station is a Grade I listed building described by John Betjeman as 'the most splendid station facade in England' second only to St Pancras, London. The station is less than 2 miles from the academy.

Banks and shopping

Many of the national banks and building societies have branches not only in the town centre but also in many of the outlying village areas. And.... finally shopping! The town hosts a range of shopping experiences including a haven for independent shopping, the Byram Arcade which is the town's oldest Victorian arcade and a great place to visit. It is spread over three floors, in the heart of the town centre and is home to specialist shops selling fashion, vintage, arts, crafts, and gifts, plus several cafés. We also have the Kingsgate Centre, an undercover shopping facility with all the expected high street brands. The full range of supermarkets and a market are also available in the town.

THE SELECTION PROCESS

How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post of **Behaviour Modification Leader** at Moor End Academy, then you should:

- Follow the link to complete the online application form;
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs;
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of Moor End;
- Submit your application by **Wednesday 17th July 2019 at 9.00am**. *Late applications will not be considered.*

Time table for the selection process

- Closing date for applications: Wednesday 17th July 2019 at 9.00am
- References requested: Following shortlisting
- Interview Date: **TBC**

Please note: Visiting the Academy

To ensure a fair process we will not be offering tours or visits to the academy prior to short listing. The opportunity to tour the academy etc. will form part of the interview process.

If you have not been contacted within the timescales outlined above, we regret that you will not have been offered an interview on this occasion and feedback from paper applications is not provided.

Successful applicants will be required to undertake a Criminal Record Check via the DBS. The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Why become the Behaviour Modifications Leader at Moor End Academy?

We are seeking to recruit a passionate and vibrant professional to lead Behaviour Modifications at the academy to support students address and overcome a range of barriers to their learning/engagement. The Moved Room will cater for a very small number of students who have failed to adhere to the academy behaviour policy. Students who are required to attend this provision will do so for a short period of time before returning to mainstream lessons. Throughout their time in the provision, students will reflect on their behaviours and receive behaviour modification support in this setting.

It will be a role, which will be highly valued within the academy and will be key to our impact and success with disadvantaged and/or vulnerable students.

This role will have a strong emphasis on communication as well as developing effective systems and structures to bring about meaningful change in attitudes to school, learning and future aspirations. Previous experience of working in a Pastoral setting in a school and/or an alternative provision setting is desirable but not essential. However, the successful candidate will have proven management experience as well as evidence of developing and maintaining key relationships with a range of staff and students to support improved attitudes to learning.

This role represents an exciting opportunity to become part of the Personal Development Behaviour and Welfare team which includes: an Assistant Principal, Heads of Year, Heads of House and Year Leaders.

Judged Outstanding in every OFSTED category in 2012 we have a track record of excellence both in terms of student outcomes and professional development. If you are interested by the prospect of this exciting opportunity, we would be delighted to hear from you.

Moor End Academy

JOB TITLE:	Behaviour Modification Leader
GRADE:	5 (Full Time)
ACCOUNTABLE TO:	Assistant Principal; PDBW
HOURS:	37 hours per week, term time only + 5 days

Purpose of Job:

To aid the strategic development of the academy focusing on student behaviour and the improvement of all aspects of our current behaviour policy and strategies within the academy.

Role:

To aid the strategic development of the academy focusing on student behaviour and the improvement of all aspects of our current behaviour policy and strategies within the academy.

Responsible for:

Planning and developing programmes that support students in modifying their conduct and behaviour around the Academy and in lessons

Duties and Responsibilities:

- With the designated staff within the senior leadership team, take appropriate steps to ensure that all students are safe and happy both inside and outside of the Academy.
- To provide continuous supervision of the students within the Moved Room to encourage students to reflect on their behaviour and to accept responsibility for their actions
- Implement strategies to remove the barriers to learning for student who repeatedly breach the academy's behaviour policy
- Implement and develop restorative justice programmes to support students in better behaviour
- Assist in managing internal exclusion Unit, seclusion and moved room effectively, carefully tracking student progress and personal development within the provision.
- Oversee all individual behaviour Plans; organise / direct the implementation of the appropriate behaviour modification plans for students with challenging behaviour

so that targeted intervention is applied effectively.

- Work with the Year 7 transition team to identify students from primary; planning individualised transition support programme.
 - Work with support staff who struggle to manage 'significant challenging' students with individualised strategies as well as leading on whole school de-escalation strategies.
 - Carry out daily lesson 'drop ins' to monitor/record/review/analyse climate for learning and student experience of students identified for behaviour modification support.
 - Rigorously monitor/analyse behaviour modification strategies every HT and provide a half termly report to behaviour leadership team including key actions/priorities for the term ahead.
 - In cases of fixed and permanent exclusions, assist the VP/AP with the preparation and tracking of all documentation for the SEMH/ Governors panel.
 - Attend and contribute to the Wider Leadership Group within the school.
 - Other areas as directed by the Principal.
-

Other duties:

- To carry out morning, break, lunch and after school duties as required by the leadership team.
 - Support On Call, Moved Room and provide cover for Seclusion where required.
 - To undertake any other duties as required that are commensurate with the post.
-

Equal Opportunities:

- To promote equal opportunities in Education in Order that all children and families will gain optimum benefit from the service provided
 - To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing
-

Generic Staff Requirements:

- Uphold the professional standards expected of every member of Academy staff in all dealings with colleagues, students, parents / carers and the wider community.
- Adhere to the principles expressed in the aims of the Academy and its mission statement
- Actively contribute to the continued development of the Academy by attending training, participating in relevant meetings, and putting forward ideas for improvement
- Be a positive, collaborative team member
- Apply Academy policies in all aspects of the role
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post

Principal/ Line Manager

(signature)_____date_____

Post-Holder

(signature)_____date_____

PERSON SPECIFICATION

Importance (Rank)	How Identified
E – Essential	A - Application
D - Desirable	S – Selection Process

	ATTRIBUTES		RELEVANT CRITERIA	RANK	HOW IDENTIFIED
1.	QUALIFICATIONS	1.1	Literacy and Numeracy skills equivalent to GCSE Grade C or equivalent	E	A
		1.2	Evidence of additional study/ qualifications which would support this role	D	A
		1.3	Willingness to obtain basic first aid certificate	E	A/S
		1.4	Access arrangements Qualification or willingness to achieve it	D	A
2.	COMMUNICATION	2.1	Ability to communicate with people at all levels	E	A/S
		2.2	Ability to receive and give clear instructions both written and oral	E	A/S
		2.3	Experience in handling sensitive, emotional and difficult situations with parent/carers, colleagues, outside agencies.	E	A/S
3.	PLANNING AND ORGANISATION	3.1	Experience of working on own initiative, without supervision	E	A/S
		3.2	Ability to plan and organise workload, making full use of available technology.	E	A/S
4.	SKILLS AND ABILITIES	4.1	Lead by example with great attention to detail and astute understanding of pace and rigour in all operations	E	A/S
		4.2	Be highly visible and have a self-critical disposition	E	A/S
		4.3	Understanding and experience of using IT applications e.g. Microsoft office	E	A/S
		4.4	Ability to utilise software applications in planning, analysing and manipulating data.	E	A/S
		4.5	Experience of Organisational Information Systems – input and analysis	D	A/S
		4.6	Experience of office administration	D	A/S
		4.7	The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach where necessary to achieve the desired outcome	E	A/S
		4.8	Command the respect, trust and commitment of the academy community	E	A/S
		4.9	Inspire, motivate and support students and staff in changing situations	E	A/S
		4.10	Establish successful relationships with stakeholders at all levels	E	A/S

5. EXPERIENCE	5.1	Direct involvement in: <ul style="list-style-type: none"> • Staff training and development • Managing staff performance and deployment of support staff 	E	A/S
	5.2	Experience of working under pressure and responding quickly to changing demands	E	A/S
	5.3	Experience and ability to work with confidential information where discretion is paramount	E	A/S
	5.4	Ability to embrace change within a dynamic working environment	E	A/S
6. PERSONAL	6.1	Commitment to equal opportunities	E	A/S
	6.2	Desire to constantly improve own practice/knowledge through self-evaluation, training and development	E	A/S
	6.3	Positive, open, and friendly attitude to service improvement and delivery	E	A/S
	6.4	Displays commitment to the protection and safeguarding of children and young people.	E	A/S
7. GENERAL AND SPECIAL KNOWLEDGE	7.1	An understanding of the SEND code of practice	E	A/S
	7.2	An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions	D	A/S
	7.3	Understanding why safeguarding is important when working with children and young people	E	A/S
	7.4	Understanding of equal opportunities and inclusion and how it applies in a school setting	E	A/S
	7.5	Keep up to date with and refer to and use research based strategies to improve outcomes for students	E	A/S
8. COMMITMENT	8.1	To the vision and values at Moor End Academy	E	A/S
	8.2	Working in a 'can-do' culture with a commitment to a continuous drive for improvement, even when faced with pressure and deadlines	E	A/S
	8.3	The happiness, well-being, self-esteem and progress of all at the academy	E	A/S