

*M*oor End Academy

Enjoy and Achieve: Every Day Matters

Applicants Pack



Behaviour Modification Leader
£18,355.61 (Grade 7 SCP 23)
Full time (37 hours per week) term time only
Temporary until July 2019

Moor End Academy
Dryclough Road
Crosland Moor
Huddersfield
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Principal: K. Rafiq

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'A word from the Principal'

Dear Applicant,

Firstly, thank you for showing an interest in applying for a post at Moor End Academy. We hope after reading through the applicants pack that you will decide to apply.

This is a new post and is one that we believe can deliver quality support for our students and families in order to have a positive impact on academic and wider outcomes.

Moor End is an academy converter and converted to an academy as an 'outstanding school' in August 2011. Before this the academy was a technology college for over ten years, and this grounding in technology still forms a strong part of curriculum and student experience. Our school improvement journey is always determining new destinations and looking for new horizons. Our students are amazing; they have a thirst for learning, have fantastic relationships with staff and therefore attendance at school is high. We resource our subjects well, both with teachers and associate staff and the learning environment is a key element in student achievement.

We celebrated our 40th anniversary in 2012 and 'Moor Enders' from far and wide made contact and wanted to let us know, how the school and staff had influenced their lives. We really are making a difference.

I am sure you will read our Ofsted report, but for me the paragraph that sums us up is;

'Moor End Academy is outstanding. The very strong promotion of students' spiritual, moral, cultural and social development, ensures that they thrive in the supportive and highly cohesive learning community. High aspirations, outstanding teaching and the rich curriculum results in outstanding achievement for all.'

As a staff, we are highly committed to staff improvement and development, if you choose to apply, you will receive excellent induction to our systems, structures and expectations.

Please enjoy reading further and we look forward to welcoming you to Moor End.

Yours sincerely

Mr Kash Rafiq
Principal

Moor End Academy

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. Moor End is also recognised as a Teaching School and a National Support 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.

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 overcome their individual barriers to learning whilst enjoying and achieving highly. Attendance at the Academy is above the national average and attitudes to learning are very positive.

We are an 11-16 mixed comprehensive Academy with over 900 students on roll. Our current capacity is 1000. 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.'

Campus development at our Dryclough site continues to be an exciting development, with Beaumont Primary Academy opening its doors for the first time in September 2016. This primary provision can accommodate up to 90 places this year. For more information please see www.beaumontprimary.org.uk

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 language that is not English. 38% of our students start education at Moor End Academy as lower attaining students, yet when they leave they, over two thirds make better than national average progress by the time they leave. Eleven years in formal education should not be wasted. The majority of our learners stay in education post 16 at the further education colleges within Huddersfield.

Moor End is an award winning Academy and has continued to be recognised by Ofsted as 'outstanding'. We have good and often invaluable support from parent/carers.

The Academy is an accredited 'Thinking School', the first to be awarded this status in the UK. We have worked closely with the Edward de Bono Foundation UK and Manchester Metropolitan University to become 'An Edward de Bono Foundation UK Centre of Serious Creativity and Constructive Thinking'. Our vision is to become a world class centre of excellence for teaching and learning by 2015. Ofsted quote 'The teaching of thinking skills have a distinctive contribution to the quality of learning'

At Moor End we have the secondary resourced provision for students with visual impairment, with a capacity for 12 students. We have Educational Teaching Assistants in all faculties who support teaching and learning in its widest sense and Faculty Clerical Officers in all faculty areas too.

Moor End Academy was designated as a National Teaching School in April 2013. It works with over 60 Secondary, Primary and Special schools. The teaching school offers training, support and a range of opportunities for staff throughout their career, from initial training through to leadership roles. The alliance has over 40 SLE's – Specialist Leaders of Education and is the lead school for newly qualified teacher induction of which over 50 are registered with us for 2016/17. See www.penninealliance.org for more information.

South Pennine Academies



South Pennine Academies Trust has grown from strength to strength with eight primary and secondary schools that have 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 an exciting development, 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 will open 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/>

Moor End Academy

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.

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 that 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, who play in the Super League and the recently promoted Premiership football team 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.

Local Estate Agents

There are many estate agents and letting agents in Huddersfield, a simple Google search will easily give you an idea of rental or property prices in the area.

Banks

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 from a haven for independent shopping, 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 home to specialist shops selling fashion, vintage, arts, crafts, and gifts, plus several cafés. To, the Kingsgate Centre, undercover shopping 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).
- **CVs ALONE WILL NOT BE CONSIDERED.**
- 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 **9am on Friday 30th November 2018**. *Late applications will not be considered.*

Timetable for the selection process

- Closing date for applications: **9am Friday 30th November 2018**
- Short listing: **w/c Monday 3rd December 2018**
- Invitation to interview by telephone: **w/c Monday 3rd December 2018**
- Confirmation by e-mail: **w/c Monday 3rd December 2018**
- References requested: **w/c Monday 3rd December 2018**
- Interview Date: **TBC**

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.

Please note: Visiting the School

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

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

Moor End Academy

JOB TITLE:	Behaviour Modification Leader
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GRADE:	7 (Full Time)
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ACCOUNTABLE TO:	Assistant Principal; PDBW
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HOURS:	37 hours per week, term time only
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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.
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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.
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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
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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