

**APPLICATION PACK**

**OUTDOOR EDUCATION INSTRUCTOR**

Salary - £28,314 - £31,428

Closing date – 3rd June 2024



 The Raise Academy, Naylor Road, Widnes,

WA8 0BS

**WHY THE RAISE ACADEMY IS A GREAT PLACE TO WORK**

The Raise Academy is a brand new school opening in September 2024. The school will specialise in supporting pupils aged 12-16 with social, emotional and mental health difficulties, primarily from the Halton and St Helens areas. The school will provide a calm, safe and welcoming environment for pupils that might have struggled to succeed in traditional educational settings.

The Raise Academy pupils will have the opportunity to be engaged in a wide range of vocational and practical subjects that will give them new opportunities to progress personally, socially and academically. The curriculum will be underpinned by high quality and supportive Maths, English and Science and all lessons will be taught in small classes of up to 8 pupils, with teachers, learning mentors and pastoral/teaching assistants.

Our vision for The Raise Academy is to work tirelessly to provide excellence for every student. We hope to capture a new found curiosity and imagination to help all become the best versions of themselves leading to high quality academic and vocational achievement and positive post-16 destinations.

The Raise Academy will also provide the opportunity for you as educators, and those supporting education to make a real difference in an environment that supports your professional development.

I hope you will want to join our team to help shape our school and create an aspirational environment for our pupils. Please get in touch if you have any questions and I look forward to hearing from you.

Yours sincerely

**Paul Eager, Headteacher**

**HOW TO APPLY**

We are very proud of our new school, students and the supportive community we have built. We encourage all applicants to view our website, contact us informally or visit us. To arrange this please contact: [admin@theyestrust.org](mailto:admin@theyestrust.org)

Please complete the Youth Engagement Schools Trust application form (available on the School and Trust websites)

You are also asked to complete a letter of application that addresses the items listed on the attached Person Specification & Assessment Criteria. Please keep this letter brief and to the point (maximum 2 pages).

**CVs cannot be accepted, so please do not send in, or refer to one**.

Please return your application for and letter to: [admin@theyestrust.org](mailto:admin@theyestrust.org)

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| Timeline for Assessment and Selection Process | |
| Advertising window | 22nd May – 3rd June |
| Closing date for applications | 3rd June 2024 |
| Opportunity for informal discussions with Headteacher | Open |
| Interviews | TBC |

**JOB DESCRIPTION**

Job Title: Outdoor Education Instructor – Full Year (Term Time, plus some occasional school holiday work)

37 hours per week

Line Manager: Headteacher

*Key Priorities;*

* Shape the outdoor learning experiences, curriculum and enrichment opportunities throughout the school
* Support the vision and direction of the Academy
* Deliver and maintain effective learning and teaching as part of the Outdoor Education curriculum
* Deploy resources efficiently and effectively to meet specific objectives in line with your specialist area strategic plans.
* Ensure effective pastoral care and behaviour support throughout the school with guidance from senior team members

*Teaching and Learning;*

As a specialist Learning Mentor of The Academy you will help secure and sustain effective teaching and learning throughout the Academy, monitor and evaluate the progress made in your specialist area and present students’ achievement, effectively using benchmarks to track set targets for improvements.  You will:

* Deliver high quality teaching of your specialist area within the school and other subjects throughout the school as and when required
* Deliver a suitable Outdoor Education Programme for KS3 and KS3 – may include John Muir Award, DofE and other awards and qualifications that meet the needs and aspirations of pupils
* Lead the delivery of the Duke of Edinburgh Award
* Support and maintain an environment and a code of behaviour and discipline which promotes and secures good teaching, effective learning and high standards of achievement
* Help organise the curriculum and its assessment; work with the SLT to monitor and evaluate it in order to identify areas for improvement
* Ensure that the curriculum and assessments meet the requirements of chosen awards and qualifications
* Ensure that improvements in literacy and numeracy are priority targets for all students across school.
* Deliver and support the PSHRE programs across the school
* Work alongside staff members to plan and deliver enrichment and reward activities

*Partnership Working;*

* Seek opportunities to invite parents and carers, into The Academy to enrich student experience and to promote The Academy’s value to the wider community
* Collaborate with staff, to actively promote the British values, academic, spiritual, moral, social, emotional and cultural well-being of students and their families

*Health and Safety / Child Protection;*

* To help ensure that health and safety standards meet statutory requirements, monitoring health and safety matters within the school, particularly ensuring that all members of the staff take reasonable care for the health and safety of themselves and others
* Ensure suitable risk assessments are in place and regularly reviewed, for all activities relating to outdoor activities and off-site learning
* To help ensure that Child Protection and Safeguarding procedures and Department of Health assessments of Children in Need are rigorously complied with, and that the welfare and health and safety of students are of prime consideration
* To promote the safety and well-being of students and staff
* To ensure good order and discipline of students and staff

Extra CPD Opportunities

* Engage with CPD opportunities in order to effectively fulfil your role and achieve the best possible outcomes for our students.

Note: Post holders will be expected to be flexible in undertaking duties and responsibilities attached to their post and may be asked to perform duties which reasonably correspond to the general character of the post and are commensurate with its level of responsibility.

**LEARNING MENTOR - PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| Qualifications/ Education | * Relevant national governing body qualifications and courses – examples *may* include Forest School Certification, Level 2 or 3 Diploma in Skills and Activities for Sport and Active Leisure,horticulture, specific activity awards – climbing, DofE etc * Evidence of further professional development | * Graduate Status * Recognised behaviour / curriculum / SEMH qualification | * Application/Interview/   Certificate |
| Experience | * Experience delivering outdoor activities or training * A passion for delivering outdoor adventure and education * Set high expectations which inspire, motivate and challenge * Promote good progress and outcomes * Demonstrate subject and curriculum knowledge * Plan and teach well-structured lessons and activities * Make accurate and productive use of assessment * Manage behaviour effectively to ensure a good and safe learning environment * Communicate and work effectively * Ability to motivate and inspire | * Work with disconnected students * Work with SEMH learners * Able to adapt teaching to respond to the strengths and needs of all students * Understanding the commitment to the school’s wider focus on student attainment | * Application/ Interview/         References |
| Skills | Proven ability to:   * Generate enthusiasm for new ideas * Inspire others with confidence * Communicate effectively to groups and individuals, orally and in writing * Resolve conflict through active listening and negotiation * Demonstrate a flexible approach and a willingness to listen to others * Good organisational skills * Provide advice and guidance to parents and carers in a positive and clear manner * Remain calm when working under pressure * Show patience and empathy | * Evidence of coaching and/or mentoring * Able to effectively resolve personnel issues * Training and understanding of child protection * Training and experience of working with students with a variety of mental health needs * Training and experience of working with students with a variety of special educational needs, including autism, speech, language and communication needs, ADHD | * Application/ Interview/   References |
| Other | * Ability to travel independently within the area * Meets Safer Recruitment requirements (see below) |  |  |

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| **We are an employer of choice for**  **teaching and support staff**  **Anna (teacher)**  I love working at The Axis Academy. Staff and pupils are a family, supporting each other, and celebrating successes. Lives are without doubt , transformed because of the Yes Trust.   * Small class sizes * Fantastic classroom support * Access and support with training and CPD including further professional qualifications. * Specialist training where required * Cycle to work scheme * Flexible and supportive approach to work * Free lunch at school * Free parking * Nursery benefits * Tusker car salary sacrifice scheme * Education Mutual – access to free face to face counselling, physiotherapy, nurse help-line, prescription service whenever you need it * Perkbox   **Rhiannon (teacher)**  Coming from a mainstream background I was nervous but excited for the opportunity to truly support students and families. I can truly say that applying was one of the best things I have done. Not only are the children at the forefront of the school, but I feel staff are really listened to and supported.    **Our Trust**  Together, we have developed a growing family of schools which makes a difference for children and young people. As we continue to set and raise the bar in all the work we undertake, we are keen to maintain our national recognition as one of the highest achieving alternative and SEN multi-academy trusts in the country.  Our ability to make that difference rests on our vision and our core values which include an absolute belief in the importance of collaboration and mutual support, and on our recognition of the trust as a family of schools in which colleagues are equally valued. We unashamedly use words like “kindness” and “compassion” in our values.  We want to continue this further, and to become the employer of choice for teaching and support staff across the region.  Nic Brindle, CEO  **Mission statement:**  **Transforming lives**    **We are:**   * Child centred * Adaptive and sensitive to need * Authentic in our relationships     **We strive for:**   * Solution-focused mindsets * A climate of reflection and feedback * Intrinsic motivation * Continual improvement * A culture of collaboration   **Our minimum expectations of our staff are:**   * Belief in our core values * Professional conduct at all times * Appropriate communication * Ability to follow direction * Kindness and compassion * Flexibility and adaptability |
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**The Youth Engagement Schools Trust (YES TRUST)**

**Safer Recruitment Policy Statement**

The safe recruitment of staff in the YES Trust is the first step in the effective safeguarding and promotion of welfare for our children. The YES Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and other workers in the YES Trust to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The YES Trust recognises the value of, and seeks to achieve a diverse workforce which includes people from diverse backgrounds, with different skills and abilities. The YES Trust is committed to ensuring that the recruitment and selection of all who work within The YES Trust is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. The YES Trust will uphold its obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion, or creed.

The YES Trust will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role.

The YES Trust will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. The YES Trust will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed to The YES Trust.

The following pre-employment checks will be required:

* receipt of at least two satisfactory references as well as verification of the candidate’s identity and a satisfactory Enhanced DBS check
* verification of the candidate’s medical fitness
* verification of qualifications
* verification of professional status where required e.g. QTS status (unless properly exempt)
* the production of evidence of the right to work in the UK
* for teaching posts, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)

NB It is illegal for anyone who is barred from working with children to apply for, or work in our YES Trust in any voluntary or paid capacity.

\*In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. The YES Trust will liaise with you and where they agree to defer in such cases, referees will be contacted immediately after interview and before an offer of employment is made.

The YES Trust maintains a single central record of recruitment and vetting checks, in line with the statutory requirements.

The YES Trust requires all staff and volunteers who are convicted or cautioned for any offence during their employment to notify the school, in writing of the offence and penalty.

All posts within the YES Trust are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Disclosure & Barring Service Certificate.

The YES Trust is committed to ensuring that people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position. This will depend on the background, nature, and circumstances of the offence(s). The YES Trust’s Recruitment (pre-employment checks) Procedure outlines the considerations that will be taken into account when determining the relevance of a criminal record to the post.

The DBS has published a Code of Practice and accompanying explanatory guide. The YES Trust is committed to ensuring that it meets the requirements of the DBS in relation to the processing, handling, and security of Disclosure information.

A copy of the YES Trust’s draft Safer Recruitment Policy & Procedures is available on request.