

**Teacher/Tutor**

**On Track Education Silverstone**

Please email completed applications to recruitment@ontrackeducation.com

**CLOSING DATE: 5pm, Monday 10th December 2021**

On Track Education Services Ltd is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

We are an Equal Opportunities organisation, totally Committed 2 Equality.

**ON TRACK EDUCATION SERVICES**

On Track Education Services Limited is a not-for-profit company established by a team of teachers in 2004. The company now runs seven independent special schools and additional support services around the country for young people with a range of diverse special educational needs. Pupils have their places funded by their local authorities. Each school has been judged as ‘Good’ in their last Ofsted inspection.

**OUR SILVERSTONE SCHOOL**

Our Silverstone school is an independent special school with places for up to 40 pupils aged 11 to 19 with a range of social, emotional and mental health difficulties. Our pupils often have histories of educational difficulties, poor attendance and/or exclusion from mainstream education. Many have special educational needs including behavioural, emotional, mental health and social difficulties and histories of challenging behaviour. Some have additional difficulties and specific learning difficulties including dyslexia, social communication difficulties, attention deficit hyperactivity disorder and autism.

We support our pupils to fulfil their potential by giving them unconditional support, providing them with good quality teaching and empowering them to effectively manage their own behaviour.

Every day is a fresh start at our school. Behaviour is managed in such a way as to:

* recognise and celebrate pupils’ achievements and improvements
* support our pupils to make positive choices and confidently manage their own behaviour
* meet the emotional and educational needs of all pupils
* raise the self-esteem and confidence of all pupils

Our staff team work together to build and maintain positive professional relationships with all pupils, treating each pupil with tolerance and respect. We strive to provide our pupils with a sense of success and positive achievement, approached by giving every pupil unconditional support, underpinned by THRIVE principles.

Our new school site opened in Silverstone in September 2019. The school, moved from its old site in Silsoe, was judged to be ‘Good’ by Ofsted in 2017. This new school site has been inspected and approved by Ofsted and offers excellent facilities to deliver academic, creative, vocational and outdoor learning opportunities.

**RECRUITMENT AND SELECTION STATEMENT**

The safe recruitment of staff is the first step in the effective safeguarding and promoting the welfare of our pupils. On Track Education is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers 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.

On Track Education recognises the value of, and seeks to achieve a diverse workforce which includes people from different backgrounds, with different skills and abilities. On Track Education is committed to ensuring that the recruitment and selection process 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. On Track Education will uphold its obligations under law to not discriminate against applicants.

On Track Education 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 following pre-employment checks will be required:

* receipt of at least two satisfactory references, one from most recent employer\*
* verification of the candidate’s identity
* a satisfactory enhanced DBS check (including barred list information)
* verification of the candidate’s mental and physical fitness for the post
* verification of qualifications
* verification of professional status where required e.g. QTS status (unless properly exempted)
* the production of evidence of the right to work in the UK
* a check for a teacher prohibition order
* a check for a section 128 direction (for management positions)

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

* On Track Education will contact current and previous employers, if an applicant is shortlisted, as part of pre-appointment checks. 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. On Track Education 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.
* Further checks may be made for applicants who have lived or worked outside the UK. These will include a check for information about any sanction or restriction that an EEA professional body has imposed.

On Track Education will take up any discrepancies or anomalies in the information provided or issues arising from references at interview.

On Track Education will contact current and previous employers of those applicants.

On Track Education will keep and maintain a single central record of recruitment and vetting checks, in line with the statutory requirements.

On Track Education 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 On Track Education 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 Criminal Records Disclosure. A previously issued Criminal Records Disclosure Certificate will only be accepted in certain restricted circumstances. On Track Education 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).

**EQUALITY, INCLUSION AND DIVERSITY**

On Track Education is committed to the principle of equal opportunity in employment. The terms equality, inclusion and diversity are at the heart of this policy. ‘Equality’ means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. ‘Inclusion’ means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. ‘Diversity’ means the celebration of individual differences amongst the workforce. We will actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers (including agency workers) are covered by this policy and it applies to all areas of employment including recruitment, selection, training, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant, employee, or worker receiving less favourable treatment because of a protected characteristic within the Equality Act 2010 which are race (including colour, nationality, ethnic or national origin and caste), religion or belief, disability, sex, sexual orientation, pregnancy or maternity, gender reassignment, marriage/civil partnership and age. In accordance with our overarching equal treatment ethos, we will also ensure that no-one is treated less favourably on account of their trade union membership or non-membership, or on the basis of being a part-time worker or fixed term employee. The Company’s objective is to ensure that individuals are selected, promoted, and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

**ROLE: Teacher/Tutor**

**On Track Education Silverstone**

**ROLE DESCRIPTION**

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| --- | --- |
| **Responsible to:** | Noel Hopper, Head Teacher |
| **Location:** | On Track Education Silverstone |
| **Hours:** | 845am – 445pm, Monday to Friday |
| **Salary range:**  | £22,560 - £36,300 dependent on qualifications and experience |

All On Track staff are expected to maintain an awareness of equality and diversity in relation to pupils, staff and visitors to On Track.

**Safeguarding**

On Track places safeguarding at the heart of all that it does and all staff are expected to:

* adhere to the Staff Code of Conduct policy at all times
* read and ensure their full understanding of all school policies
* be mindful of safeguarding and child protection issues in relation to all pupils
* report any concerns using the appropriate documentation
* engage positively in all training opportunities

**Core Requirements:**

In fulfilling the requirements of the post, you will demonstrate essential professional characteristics, and in particular will:

* Inspire confidence in pupils and colleagues
* Work collaboratively, and foster positive relationships, as part of the school team
* Engage and motivate pupils, promoting their progress and well-being
* Have high expectations of every pupil
* Role model professional conduct and presentation
* Contribute positively to the school’s continual improvement and development
* Promote and safeguard the welfare of the pupils
* Work within school policies at all times
* Maintain confidentiality

**Main Purpose:** To plan and deliver an inspiring curriculum that enables all pupils to make good progress, enjoy and achieve.

**Key Tasks:**

* To plan and teach clear, high quality lessons to support pupils to make good or outstanding progress and to embed key concepts in their long term memory
* To set clear targets for pupils’ learning, building on prior attainment and considering each pupil as an individual
* To have regard, and plan to meet, the special educational needs of pupils
* To have, or rapidly develop, expert knowledge in the subject/s taught
* To enable all pupils to understand key concepts, effectively checking understanding and correcting misunderstandings
* To assess pupil work and progress giving regular feedback and use this to continuously inform your teaching
* To prioritise reading in order to develop pupils’ fluency, confidence and enjoyment
* To plan and sequence learning towards cumulatively sufficient knowledge and, as appropriate, meaningful accreditation
* To build all learning towards an end point that leads into the next stage of their education, training or employment
* To report on pupil progress in line with school policy
* To maintain a stimulating, engaging and safe learning environment that allows your pupils to focus on learning
* To positively manage behaviour in line with school policy
* To undertake a pastoral and support role as required
* To attend school events as required
* To contribute to the wider life of the school, including whole-school routines, paperwork and duties
* To take responsibility for your own professional development and engage with performance management activities
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This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the managers to undertake work of a similar level that is not specified in this job description.

Your normal hours of work may be varied to meet the needs of the service with which you are based. You may be required to work hours in addition to your contracted hours.

*On Track Education Services is committed to safeguarding the welfare of children and young people in their care and expects all staff, contractors and volunteers to share this commitment. We follow safer recruitment practice and appointments are subject to satisfactory DBS certification and references.*

**ROLE: Teacher/Tutor**

**On Track Education Silverstone**

**PERSON SPECIFICATION**

| **EDUCATION** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
| --- | --- | --- |
|  | * Recognised teaching qualification
* GCSE English and Maths grade C or equivalent
 | * Qualified Teacher status (Pre or Post 16)
* A degree or equivalent.
* Higher degree qualification, postgraduate courses.
* Nurture group trained
 |
| **EXPERIENCE** |  |  |
|  | * Evidence of successful and recent class/group teaching responsibility
* Experience of Special Education
 | * Evidence of successful and recent class/group teaching responsibility to GCSE or equivalent vocational level
* Evidence of substantial teaching experience.
* Significant experience of Special Education.
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| **KNOWLEDGE AND UNDERSTANDING** |  |  |
|  | * Knowledge of relevant Education Legislation.
* Knowledge and understanding of Ofsted inspection requirements and compliance with DfE regulations and standards.
* Ability to prepare and deliver a progressive curriculum using a range of teaching styles and methodologies
* Knowledge and understanding of continuous assessment and how to use this to improve teaching and learning
* Knowledge and understanding of national accreditation and exam board procedures
* Awareness of strategies to effectively manage the behaviour of the most vulnerable and needy children and young people.
* Understanding of how to set and monitor behavioural targets.
* Knowledge and understanding of the SEN Code of Practice and its implementation
 | * Recent experience of an OFSTED inspection and its follow up.
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| **PERSONAL QUALITIES** |  |  |
|  | * Able to establish and develop good relationships with all involved in the school.
* Ability to communicate effectively in writing and orally.
* Competent in the use of ICT.
* Flexible and approachable.
* Resilient under pressure.
* Ability to maintain a good sense of humour
* High levels of tolerance.
* Professionalism.
* Integrity.
* Trustworthy and dependable.
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| ATTITUDES |  |  |
|  | * A commitment to the vision and values espoused by On Track Education.
* A desire to meet each child’s individual educational needs.
* A belief in the intrinsic value of all pupils
* A commitment to providing unconditional support and approval to all pupils
* Commitment to own continuous professional development
* Commitment to safeguarding and promoting the welfare of children and young people.
* Commitment to equality of opportunity.
* Commitment to race and gender equality and social inclusion.
 | * A positive and energetic approach to work.

An understanding of the way in which On Track Education can promote values and a moral code. |

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All information will be treated as strictly confidential. On Track Education Services is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment. Applicants must be willing to undergo screening appropriate to the post, including checks with past employers, prohibition and barred list checks and Enhanced DBS.

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| **All sections must be completed** |
| Position applied for: | Teacher/Tutor |
| Name of school: | On Track Education Silverstone |
| 1. **PERSONAL DETAILS**
 |
| Do we need to make any disability-related adjustments to allow you to take part in the recruitment process?  | Y / N | Suggestions: |
| Title:  |  | Forename(s):  |  |
| Surname: |  | Any former names: |  |
| Home address and postcode: |
| e-mail address:  |
| Home phone number:  |  | Mobile number: |  |
| Date of birth: |  | NI Number: |  |
| Do you have any restrictions on taking up employment in the UK?  |  | Are you registered with the DBS update service? |  |
| Do you have a current, clean driving licence?  |  | Do you have use of a car? |  |
| Teacher registration number, if applicable:  |  | Where did you hear about this vacancy? |  |
| 1. **EDUCATION, QUALIFICATIONS AND TRAINING**
 |
| **Please give details of Secondary and Further Education. You will be asked to provide original certificates at interview.** |
| School/College/Institution | Dates of attendance | Qualifications gained / grades / awarding body / date  |
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|  |  |  |
| **Please give details of any Higher Education and equivalent courses. You will be asked to provide original certificates at interview.** |
| College/University/Institution | Dates of attendance | Qualifications gained / grades / awarding body / date  |
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|  |  |  |
| **Please give details of other professional or vocational qualifications you hold that are relevant to your application. You will be asked to provide original certificates at interview.** |
| Dates obtained | Qualifications obtained, grade and level | Name of awarding body |
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| 1. **PRESENT OR MOST RECENT EMPLOYMENT**
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| Post held: |  | Start date: |  |
| Notice required: |  | End date: |  |
| Reason for leaving: |  |
| Final salary (full time equivalent or hourly rate): |  | Contract type (permanent, full time etc.): |  |
| Employers name and address: |  |
| Employers email address: |  | Telephone number: |  |
| **Please give a brief description of your current or last post and responsibilities:** |
|  |
| 1. **PREVIOUS EMPLOYMENT**
 |
| Please give details of all previous employments, full and part time, paid or unpaid, including those in a voluntary capacity. Please list in order, starting with the most recent first. |
| Job Title  | Employer (name and address) | Dates of employment |  Main duties | Reason for leaving |
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| If there are any gaps in your employment history, please give details: |
| Are you related to, or have a close relationship to any existing On Track employees, employers or Company Directors?  | Yes / NoIf Yes please give details of person(s) and relationship:  |
| 1. **SUPPORTING STATEMENT**
 |
| Please give below your reasons for applying for this job. Please tell us in your own words how your experience, skills and knowledge relate to the Job Description and set out how you meet the requirements of the person specification You should also give any other information which you feel will assist us in considering your application: |
|  |
| 1. **REFERENCES**
 |
| ***References:*** *Please provide the names, address, email and phone number of two referees who can comment on your suitability for this position.* *If you have been or are in employment, one must be your present or most recent employer.**References will not be accepted from relatives, or persons who only know you as a friend.**If shortlisted, references will be taken up prior to interview. If you do not wish your current employer to be contacted prior to interview please clearly state this below.**If you are currently working with children we will ask your current employer if you have any disciplinary offences relating to children, including any for which the penalty time has expired.* |
| **Referee 1:**(Current or most recent employer) | **Referee 2:**(Previous employer or colleague who has known you professionally for at least two years)  |
| Name:  | Name:  |
| Position: | Position: |
| Address: | Address: |
| Telephone: | Telephone: |
| E-mail: | E-mail: |
| Your connection with above person: | Your connection with above person: |
| [ ]  I am able to provide evidence that I have a right to work in the United Kingdom[ ]  I understand that if my application is successful an Enhanced DBS will be obtainedYou can obtain independent, confidential advice on which cautions or convictions that must be disclosed by contacting the following agencies:NACRO: https://www.nacro.org.uk/criminal-record-support-service/UNLOCK: https://www.unlock.org.uk/advice-support |
| **Please notice:**  |
| ***Providing false information is an offence and could result in your application being rejected, or summary dismissal following selection and possible referral to the police and/or DBS.***Declaration:*I declare that the above information is true. I understand that any job offer made on the basis of untrue or misleading information may be withdrawn or my employment terminated.**I declare that I am not banned or disqualified from working with children nor subject to any sanctions or conditions on my employment imposed by any regulatory body.* |
| Signed:  |  |
| Date: |  |

**On Track Education Services Limited by Guarantee Company No: 5363653**