



 THE CHURCH
OF ENGLAND
Diocese of Leeds

bdot
Bradford Diocesan
Academies Trust



Nurture+ Leader

Application Pack

June 2021

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Dear Applicant,

Thank you for your interest in the post of Nurture+ Lead at Christ Church Church of England Academy. I would like to take this opportunity to tell you a little about our school. Christ Church Academy is a one form entry school for pupils aged 3 to 11 years. We are part of the Bradford Diocese Academies Trust (BDAT) and serve the community of Shipley in West Yorkshire.

The school became an Academy in August 2013 and in our last Ofsted in October 2016, was judged as GOOD. We have high standards for teaching and learning and are working to ensure that Christ Church Academy is the local school of choice.

Our commitment to our pupil's mental Health and Wellbeing is key to our success and we are a nurturing school. In 2017 our nurture provision was accredited by National Nurture Network. Our Nurture+ provision is an extension of this work. The Nurture+ classroom supports pupils with SEMH needs who are unable to access mainstream classroom provision on a full time basis and may be at risk of exclusion. Pupils within this provision may exhibit high levels of challenging behaviour.

Our children enjoy coming to school and are keen to learn. Our staff are passionately committed to ensuring that our pupils achieve and they have high expectations for the children and for themselves. Many of our pupils are vulnerable in terms of their socio economic background and it is vital that their primary school experience is of a high quality and has a positive impact on their future life chances.

The role of the Nurture + Lead is central to the wellbeing and safety of both individual pupils and their class. The successful candidate will build strong working relationships with colleagues in the nurture + provision and in mainstream classrooms. They will be able to plan and deliver a curriculum that meets the needs of our most vulnerable SEMH pupils.

Kind regards,

Philippa Foster

Headteacher



Nurture lead

Required ASAP

Level 3 SCP 10-17

Salary £21322-£24491 (full time equivalent)

(32.5hrs term time only)

Christ Church Academy is a one form entry primary academy situated above Shipley with fantastic views across the valley and the UNESCO world heritage site at Saltaire. Our Nurture and Nurture+ provisions support pupils with SEMH needs

We are looking for a person who:

- wants to make a difference and ensure positive outcomes for children
- has excellent literacy and numeracy skills
- can use their initiative and have high expectations
- has good interpersonal skills
- is enthusiastic and keen to join a hard working team
- is willing to supervise pupils over their lunch time period.
- Has or is willing to train to at least NVQ 3 or equivalent.
- Is willing to undertake training in positive care and control. E.g. Team-teach

We can offer:

- The opportunity to be part of BDAT and work with schools and colleagues across the trust for career progression
- children who are keen to fulfil their potential
- a positive and friendly working environment
- a commitment to staff professional development
- Opportunities for graduate candidates to go on to train as teachers.

Please contact the school office if you wish to discuss the opportunities further on 01274 410349. Applications can be made on our application form which should be submitted via e – mail to admin@cca.bradford.sch.uk

Christ Church Academy is committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment. All staff are subject to an enhanced DBS check which will form a condition of any employment offer.

Application Closing Date: 21/7/21
Shortlisting: 22/7/21

The school will contact all shortlisted applicants by the 23/7/21 to advise of the next steps in the recruitment process.



Working with BDAT



Bradford Diocesan Academies Trust recognises that if our schools are to succeed, our teachers and school staff are our most valuable asset. We work hard to be the education employer of choice in Bradford. We do this by:

- Recruiting the highest calibre of teachers who share our aspiration and ambitions for our students to succeed;
- Developing our teams by talent spotting and rewarding our next generation of leaders
- Making sure BDAT is a good place to work so that we retain and grow the expertise of our people.

The BDAT Employee Pledge

Bradford Diocesan Academies Trust recognises that if our schools are to succeed, **our teachers and school staff** are our most valuable asset. As such we work hard to be an employer and the schools of choice in Bradford.

We do this by:

- Relentlessly only **recruiting** the highest calibre of teachers who share our aspiration and ambitions for our pupils to succeed.
- Developing our teams by **talent spotting** and **rewarding** our next generation of leaders.
- Making sure BDAT is a good place to work so that **retain and grow the** expertise and skills of our people.

Keep reading to find out more about our employee pledge which sets out what you can expect from us

We will offer you:

- Work in a value driven, student centred organisation where every child is supported to reach their academic potential and accomplish their individual goals. <http://www.bdat-academies.org/about-us/bdat-mission-statement/>
- The prospect of working for an increasingly successful and growing Trust which is committed to providing high quality education for all of its students and to be the schools of choice. www.bdat-academies.org
- A separate annual career development discussion with a senior leader resulting in a bespoke career development plan in addition to Performance Management.
- Ongoing assistance in developing your 'craft' of teaching.
- Assistance with career progression both within and outside the Trust.
- A competitive employees' benefit scheme <http://www.bdat-academies.org/about-us/employee-benefit-scheme/>



We will provide you opportunity to:

- Have a week's placement in one of the BDAT schools within the first two years.

- Shape the curriculum developments in an ever- changing world.
- Work with like-minded subject colleagues from the other Trust schools.
- Shadow colleagues both within the school and across BDAT.
- Support the development of teachers new to the profession or to their role.
- Gain the experiences required to meet external leadership qualifications such as Specialist Leadership in Education.

In return we expect you:

To Model

- The values of BDAT and your school at all times.
- Professional behaviours at all times.

To Be

- A consistently good teacher on a day to day basis.
- Committed to ongoing professional development.
- A team player and to adopt a 'can do' attitude.

To

- Place safeguarding of students at the heart of the work.
- Engage in constructive professional dialogue, giving and listening to feedback.
- Contribute to the development of students and staff.
- Meet Teachers' Standards and Trust Leadership standards as appropriate to career stage expectation.

Want to find out more?

If you want the chance to join a Trust committed to developing the very best teachers and school staff in Bradford and if you like the sound of BDAT, our values, and the opportunities we can offer you:

- Check out our latest vacancies on www.bdat-academies.org/vacancies
- Follow us on twitter: [#wearebdat](https://twitter.com/wearebdat)

Thank you for taking the time to read this information.

In And Around Shipley

Shipley is an old market town and it retains a strong sense of identity. It still has its weekly market, though the market place itself has been rebuilt and is surrounded by modern shops. The adjacent library, health centre and swimming pool are also of recent origin.

Situated as it is on the Aire Valley, it has excellent rail and road links not only to the university cities of Bradford and Leeds (with their theatres, museums, restaurants and shops) but also to Ilkley (with its famous moor), Haworth and the Bronte country and, via the Settle-Carlisle railway, to the more distant Dales and the Lake District. The Leeds/Liverpool canal takes you across to the other side of the Pennines and Leeds/Bradford airport connects to the four corners of the globe.



Shipley's immediate neighbour is the UNESCO World Heritage Site of Saltaire, a model village built in the 19th century by the mill-owner Titus Salt to house his workers. The impressive mill buildings no longer produce textiles but have been converted into offices, shops, a restaurant, and the 1853 Gallery, which holds a large collection of the works of Bradfordian David Hockney. Most of the original community buildings are now occupied by Shipley College.

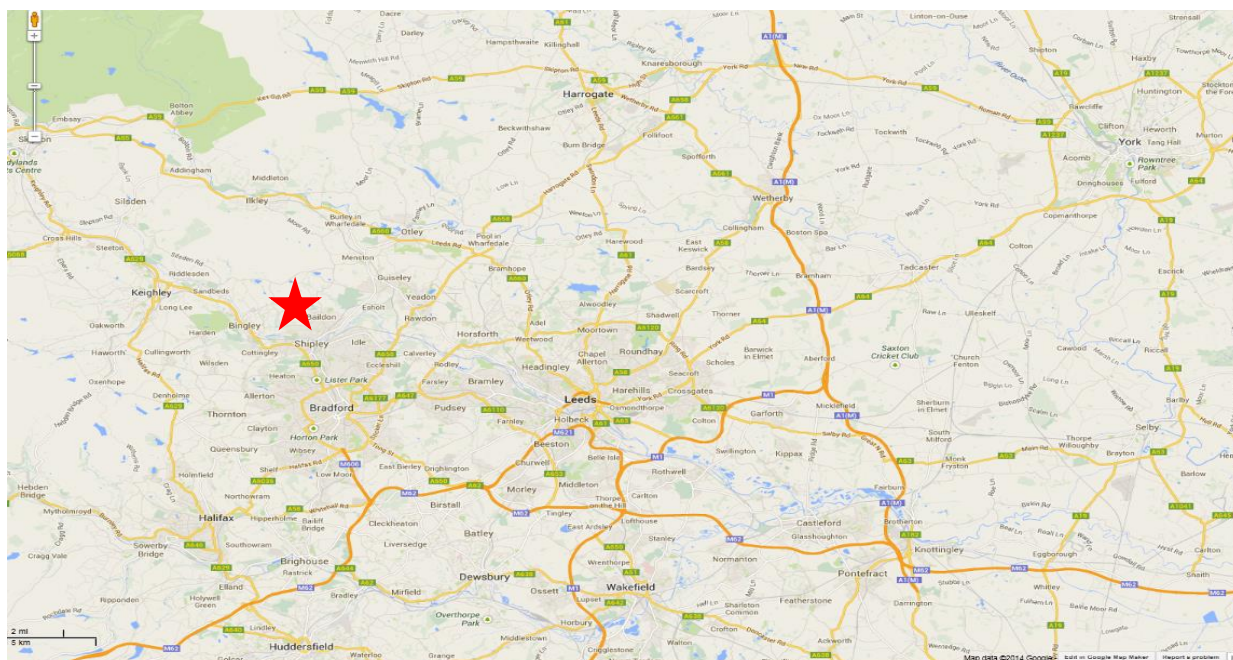
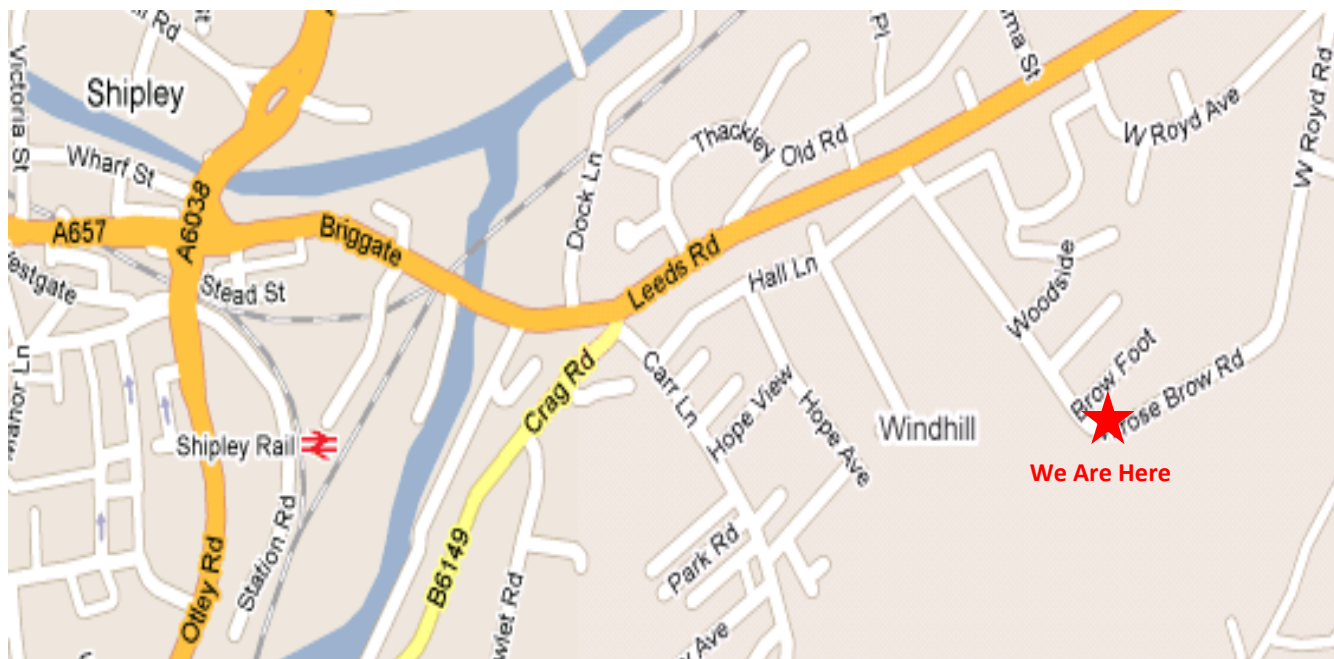


Over the bridge across the river is another remnant of the Victorian era, the Shipley Glen Tramway, built to carry people up to the village of Baildon and now operated by volunteers as a tourist attraction. It leads onto Baildon moor and the stone circle known as Soldier's Trench, which is thought to date from the Bronze Age.



Shipley is a pleasant place to live and work, with housing of all descriptions and access to every kind of sporting and leisure activity

How to find us



Christ Church Academy

Wrose Brow Road, Shipley, BD18 2NT

Tel: 01274 410349

OUTLINE JOB DESCRIPTION

SUMMARY OF MAIN DUTIES / RESPONSIBILITIES

Post Title:	Nurture + Lead
REPORTING TO:	HEADTEACHER
PAY SCALE:	The salary scale for this role spans from NJC SCP 11-16 through UQT1 – UPS (dependent upon experience and qualifications)

PRIME OBJECTIVES OF THE POST

To manage the day to day running of the provision in order to meet the needs of pupils with complex social and emotional needs. To support professionals to assess needs of pupils in order to secure the correct provision

To support the reintegration of pupils with social and emotional needs, to the main body of the school.

SUPERVISORY/MANAGERIAL RESPONSIBILITIES

To be responsible for the safety and work of support staff, students, parent helpers and work experience personnel, ensuring that they are well briefed and fully prepared to undertake their respective duties. To provide feedback to colleagues. To maintain records and assessments. To lead in areas of the curriculum as required.

SUPERVISION AND GUIDANCE

Directly responsible to the SENDCO and Headteacher through the school management structure. The Headteacher will set overall objectives and priorities. The post-holder is expected to exercise considerable initiative and professional judgement in the performance of their duties.

PRINCIPAL RESPONSIBILITIES AND ACCOUNTABILITIES

Planning and Preparation

- Work within the curriculum policies of the school, following the Curriculum set by the school, bearing in mind the cultural, religious and social backgrounds of the children.
- Develop and implement teaching programmes to meet the learning needs of all pupils in accordance with Curriculum set by the school and the overall aim and curriculum policies of the school.

Teaching

- Teach children within the Nurture + provision.
- Carry out teaching of allocated pupils to achieve specific curriculum and social/emotional objectives, consistent with the aptitudes and abilities of the pupils.
- To model and encourage appropriate social behaviour in and out of school and to cater for the general welfare of students
- Promote the development of language and mathematical skills.
- Promote pupil wellbeing and social and emotional health.
- Aim to achieve the highest possible teaching standards.
- Liaise with parents and encourage their involvement in line with school's Parental Involvement policy.
- Liaise with outside agencies to meet the needs of the pupils within the Nurture +.

Assessment and Record Keeping

- Carry out recording and monitoring of pupils' achievement and the maintenance of records as required.
- Complete and maintain Boxall profiles for all children
- Assess pupils' performance by discussion and observation and ensure that progress is monitored.
- Set challenging but achievable targets on a regular basis.
- Record pupils' achievements and progress
 - as ongoing formative records of achievement
 - as records at each year end or upon transfer to another school
 - Provide at each year end a written report to parents summarising achievement in all areas of learning.
 - Provide a monthly leadership report to keep the leadership team of the school informed.

Classroom Learning Environment

- Maintain a good educational ethos including the control of storage and use of teaching materials/resources/books relating to the outdoors and curriculum responsibilities.

- Maintain a stimulating and inspiring classroom which promotes learning through practical Approaches and interactive displays.

ADDITIONAL RESPONSIBILITIES AND ACCOUNTABILITIES

School Development

- Be involved in the ongoing development of the school and its curriculum.
- Contribute effectively to the development of school policy and the identification of priorities for school improvement.
- Participate in staff meetings so as to make an effective contribution to school policies.
- Cooperate with colleagues in the preparation and development of materials to ensure consistency, continuity and progression.

Public Relations

- Share responsibility for promoting the school to parents and the community.
- Liaise with parents to involve them in supporting their child's learning.
- Foster relationships with individuals, groups and organisations in the community as appropriate.

Pastoral Care

- Promote the general progress and welfare of the pupils to ensure that their educational and social needs are being met.
- Maintain class and school ethos and discipline among pupils.
- Safeguard their health and safety in accordance with agreed policies, standards and procedures.
- Nurture

School Learning Environment

- Take an appropriate share of the responsibility for the school's learning environment.
- Cooperate with colleagues in establishing and maintaining an organised, attractive and stimulating school learning environment.
- Ensure the school's learning environment reflects the community and the wider world.
- Organise and contribute to displays as required by key leaders.

For qualified teachers - Curriculum Leadership (Post NQT year)

- Lead an area of the curriculum.
- Ensure the development of agreed area(s) of the curriculum to meet National Curriculum requirements and the aims of the school.
- Identify targets to raise standards of achievement across school.

- Monitor and review on a regular basis.
- Provide support/advice for colleagues as required.
- Identify development priorities for incorporation into the school plan.
- Report to the leadership team on a regular basis and to the governing body when required.

PERSONNEL SPECIFICATION

POST TITLE: Nurture + LEAD

SUMMARY OF JOB:

To be a good or outstanding practitioner.

To work in co-operation with teaching colleagues and other classroom staff to ensure that children assigned to you receive teaching and learning opportunities that meet statutory requirements .

To provide the development of varying skills that support the children’s learning making full consideration for their individual social, emotional, physical and intellectual needs.

To lead and manage the Nurture + provision within the school

To support colleagues in developing a strong and consistent approach to managing pupil behaviour across the school.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	Successful school experience	Experience of working across the Key Stages Experience of working with pupils with complex emotional and behavioural needs.	Application Form
	Experience of working in co-operation with colleagues	Experience of working with children from a wide variety of ethnic, cultural and social backgrounds	Application form, interview.
QUALIFICATIONS	NVQ 3 or equivalent or equivalent experience	Further qualifications relating to education Evidence of further study of an area of the curriculum. Bachelor of Education or other recognised teaching	Application form confirmed by sight of original certificates.

		qualification	
TRAINING	<p>Commitment to own personal development, being prepared to undertake training relevant to the post.</p> <p>Willingness to attend in-service training.</p> <p>Willingness to lead staff meetings in designated area</p>	<p>Primary school training.</p> <p>If already teaching, evidence of attendance at in-service training courses.</p> <p>Training in:</p> <p>Restorative practice in schools</p> <p>Nurture approach</p> <p>Team teach</p> <p>Thrive</p> <p>Ruth Miskin <i>Read, Write Inc. (KS1)</i></p> <p>(the school is committed to provide training in areas considered important to the role)</p>	<p>Application form, interview.</p> <p>Interview</p> <p>Application form, interview</p>
SPECIAL KNOWLEDGE	<p>Aware of current educational trends in classroom management and a willingness to implement them.</p> <p>A curriculum strength that will be of benefit to a primary school.</p> <p>Evidence of strength in a curriculum area</p>		<p>Interview</p> <p>Application form, interview</p> <p>Application form</p>
PERSONAL CIRCUMSTANCES	<p>Legally entitled to work in the United Kingdom (Asylum and Immigration Act 1996)</p>		<p>Passport confirming right of abode in the UK or official documentation containing National</p>

	<p>Willingness to devote time, out of contact time, to discuss and plan work, in a team planning situation, with colleagues.</p> <p>Willingness to devote time, out of contact time, to consult and discuss with parents.</p> <p>Willingness to work closely with and direct learning support and other staff.</p>		<p>Insurance number.</p> <p>Application form, interview.</p> <p>Application form, interview</p>
EQUAL OPPORTUNITIES	<p>Candidates should indicate an acceptance of and a commitment to, the principles of the School's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community.</p>		<p>Application form, interview</p>
DISPOSITION AND ATTITUDE	<p>Good team worker with a co-operative attitude.</p> <p>Flexible self motivated in attitude to respond to the changing needs of the school.</p> <p>Sensitive, resilient, enthusiastic, patient and able to empathise with children's individual needs.</p> <p>Able to maintain a caring and professional approach when working with children.</p>		<p>Interview</p> <p>Interview</p> <p>Interview</p>

	<p>Able to relate well to colleagues, parents and other adults.</p> <p>Ability to maintain discipline.</p> <p>Able to maintain confidentiality where appropriate.</p> <p>Supportive of the church as part of this community.</p>		<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
PRACTICAL AND INTELLECTUAL SKILLS	<p>Ability to plan, prepare and modify methods, programmes and materials.</p> <p>Ability to assess and record children's development and provide for their individual needs.</p> <p>Ability to provide written assessments and reports for children to meet the requirements of the school and the DfES.</p> <p>Good literacy, numeracy and organisational skills.</p> <p>Good communication skills.</p> <p>Capacity to ensure that teaching areas are orderly with necessary materials</p>		<p>Interview</p> <p>Interview</p> <p>Interview</p>

	available. Ability to manage time and stress effectively		Application form Interview Interview
PHYSICAL AND SENSORY	Must be physically, emotionally and mentally equipped to withstand the pressures of the job. Articulate with clear speech. Neat/tidy appearance and pleasant manner which is necessary as an example to young children.	Good health and attendance record	Interview Interview Interview

This Personnel Specification

This personnel specification describes the job requirements on which the shortlisting and selection decisions will be based. To be selected for appointment you must be able to show that you meet **all** the “essential” requirements for the post. The very best candidates are also likely to meet some or all of the “desirable” criteria. To ensure that the shortlisting panel can make a proper assessment of your suitability for the post, please ensure that your application shows how you meet the requirements for the post.

References and Disclosure and barring checks

All offers of appointment will be subject to receipt of satisfactory references. Specified posts, such as this one, which might involve substantial one to one access to children will be subject to a DBS check.

Information from the DBS (or any other source) which causes concern about the person's suitability to work with children may lead to a withdrawal of the offer of appointment.

Equal Rights

Christ Church Academy is an equal rights employer and requires its employees to carry out its policies concerning racial and sex equality and the rights of people with disabilities.



Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with children as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure form the Disclosure and Barring Service.

Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff. We carefully check all applications for anomalies.

Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within 3 days of the shortlisting date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last, employer.

Interview Day

The interview will consist of a formal interview and selection activities. Questions and activities are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity on the day.

Final Selection

Following the interview process, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Provision of proof of identity and qualifications

Terms and Conditions

- The employer for this post is the Bradford Diocesan Academies Trust.
- An Enhanced DBS is required for this post.
- The post is subject to a 1 term probationary period.

Time line

Application Closing Date: 21/7/21

Shortlisting: 22/7/21

The school will contact all shortlisted applicants by the 23/7/21 to advise of the next steps in the recruitment process.

Thank you