

## INFORMATION PACK MELLAND HIGH SCHOOL TEACHER REQUIRED FOR SEPTEMBER 2022

To work with colleagues in actively promoting high professional standards and quality of education for pupils throughout the academy. To be responsible for the education and welfare of classes of pupils and carry out those duties with full regard to the philosophy of the academy along with that of Bright Futures Educational Trust. To fully support all policies and guidelines and be committed to the agreed process of Appraisal for all staff. To carry out professional duties in accordance with the relevant National Standards for Teachers, Teachers Pay and Conditions Act and with the additional duties set out below.

The full job description and person specification are on pages 5 -8 of this pack.

### Bright Futures Educational Trust

Bright Futures Educational Trust (The Trust) is a multi-academy trust (MAT) set up in 2011. The Trust is made up of a richly diverse group of schools in Greater Manchester and Blackpool. We are passionate about working together within and beyond the Trust to achieve our aspirational vision: the best *for* everyone, the best *from* everyone. We are an organisation that is underpinned by values of: **community, integrity, and passion**. In everything we do, we remember that we are accountable to the children, families, and communities that we serve.



Our schools have their own identities and form one organisation and one employer, Bright Futures Educational Trust. Bright Futures' Board of Trustees maintains strategic oversight of the Trust and delegates some of its responsibilities to the Executive Team, Principals, and local governing bodies. We place a high value on integrity and probity and take seriously our accountabilities for making the best use of public money. How decisions are made is described in our delegation framework. You can find out more about the Trustees and the Executive Team on our website: [About Us](#)

The central team comprises the Executive Team: John Stephens, CEO; Edward Vitalis, Chief Operating Officer; Gary Handforth, Director of Education; Lisa Fathers, Director of Development, Partnerships and Teaching School Hubs; Lynette Beckett, Director of HR & Strategy. The focus of these roles is to work with schools, providing high quality and timely guidance, leadership, challenge, and support. In addition to the Executive Team, we have

central operations for Finance, HR, Educational Psychology, Marketing and Communications, and Digital Technologies. Please see our website brochure which explains our central operations: [Working together for a Bright Future](#).

Bright Futures Development Network is another important outward facing component of our organisation made up of a number of hubs and networks at the heart the Trust. In January 2021, after significant national reforms to the teaching school policy Bright Futures was designated with two new large-scale [Teaching School Hubs](#), which replace the Alliance for Learning Teaching School. This growth and expansion in our outward facing work brings about a significant increase in accountability and reach. The two Bright Futures Teaching School Hubs are designed to provide strong strategic regional leadership to build robust partnerships to support teachers and leaders in every phase and type of school, at each stage of their development. A crucial part of the hub remit is carefully ensuring structured collaboration. The Teaching School Hubs are at the forefront of providing high quality professional development, playing a significant role in the implementation and delivery of: The Early Career Framework, National Professional Qualifications (NPQ), Initial Teacher Training and Continuous Professional Development (CPD). The Hubs work directly with the Department for Education and national NPQ/ECT providers. In addition to this, the Hubs enhance the professional development needs of Bright Futures schools and academies. Within this outward facing area of Bright Futures Educational Trust, we have a commercial offer run through the [Alliance for Learning](#) which provides first-class school improvement services and CPD to over 700 schools, further complementing the work of our Teaching School Hubs. Our School-Centred Initial Teacher Training (SCITT) [Bright Futures SCITT](#) is also an integral part of the Teaching School Hubs, with over 10 years' experience and judged Good by Ofsted, we offer Early Years, Primary and Secondary teacher training programmes. Within the Bright Futures Development Network, we are also proud to have a Maths Hub: [NW1 Maths Hub](#) offering a wide range of maths specific high-quality professional development opportunities and training/coaching to 500 schools.



# Bright Futures

## DEVELOPMENT NETWORK



Collaboration and strong relationships form one of the 'commitments' in our Strategy and all components of the Bright Futures' family work closely together. Our Strategy was developed collaboratively and can be found on our website: [Our Strategy](#)



Melland High School is an outstanding school which meets the diverse special educational needs of students aged between 11 and 19 years of age. It is co-located with Cedar Mount Academy in Gorton Education Village and is a member of the Bright Futures Educational Trust.

Melland is a specialist support school for central and east Manchester high schools, a National Support School and leads on SEND provision across the twelve academies within Bright Futures.

As a high achieving inclusive learning environment, the school is proud to uphold the values of passion, community and integrity.

Melland's bespoke curriculum is appropriately broad and balanced, has spiritual, moral, social and cultural development at its heart and actively supports all students as they prepare for adulthood.

The school is facing an exciting future with a significant expansion to its provision due to be completed in September 2023. The build will include spacious specialist ground floor accommodation for pupils experiencing complex needs and additional first floor accommodation enabling the expansion of post 16 provision



## Bright Futures

### A great place to work

#### Why work for us?

We offer a great opportunity to join an organisation which really lives its values. Our working environment is very inclusive and whilst you can expect to be challenged in your role, you will be supported through professional learning, treated fairly and with dignity and respect. Please see the Equality, Diversity, and Inclusion statement on our website.

- Salary:** School Teachers Terms & Conditions pay range, dependent upon experience plus SEN1 allowance.
- Pension:** Teachers Pension Scheme. Please take a look at the website: <https://www.teacherspensions.co.uk/>
- Other:** We offer salary sacrifice schemes for purchasing bikes used for travel to work and technology for personal use, through monthly interest free salary deductions. We also offer opportunities for professional development.

**For a full explanation of our employment offer please see the booklet on our website:**  
[Great-Place-booklet.pdf \(bfet.co.uk\)](#)

### **How to Apply**

We can only accept completed application forms, rather than CVs. This is because the regulatory guidelines of Keeping Children Safe in Education (2021), require us to check various details of job applicants and an identical application format for each candidate enables us to do this. We use a process that does not identify personal characteristics to the shortlisting panel. This is part of our commitment to equalities and diversity.

### **NO AGENCIES PLEASE.**

Our application form is available on line, along with the disclosure of criminal background form. Please click <https://bfet.jotform.com/220402782705349> Alternatively, you can click Apply Now on this role via the current vacancies page of our website. Please upload the forms

**Please complete the application by 12 noon on Wednesday 11<sup>th</sup> May 2022**

Shortlisting will take place on Thursday 12<sup>th</sup> May 2022. You will be notified after the closing date whether you have been shortlisted.

It is anticipated that interviews will be held on Friday 20<sup>th</sup> May 2022

### **Keeping Children Safe in Education**

**Bright Futures Educational Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out and references will be sought for shortlisted candidates and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.**

### **Data Privacy**

You can read the details of how we use the personal data that you provide us with in our Job Applicants' privacy notice on our website: [Applicant Privacy Notice](#)



## JOB DESCRIPTION

### Teacher

#### Main Tasks

The teacher will be expected to demonstrate good to outstanding professional standards and work as part of a team in contributing to the ongoing development of the academy. With appropriate support and CPD, teachers will:-

- Contribute to the development of the academy's curriculum in accordance with the policies and guidelines.
- Have extensive knowledge, skills and experience to effectively meet the needs of pupils with a complex profile.
- Meet the individual needs of pupils through the agreed process of assessment, planning, teaching, recording, evaluating and reporting.
- Use the academy's appropriate curriculum pathway to determine a broad, balanced relevant differentiated programme of education for pupils, reflecting continuity and progression.
- Liaise and share expertise with professional colleagues and parents/carers in determining and monitoring educational priorities
- Utilise classroom management strategies, lead and organise classroom staff and allocate roles appropriately
- Accept co-ordinator responsibility for a curriculum area.
- Take responsibility for the classroom/subject resources and academy environment in general, providing a creative and stimulating environment in which to learn.
- Be committed to extending and developing opportunities for inclusion for pupils both within the academy and local community
- Take responsibility for the physical needs and pastoral care of pupils.
- Be an active contributor to new curricula initiatives
- Take an active role in the achievement of the School Improvement Priorities
- Work as part of a multidisciplinary team.
- Be committed to partnership with parents/carers, establishing strong channels of communication.
- Prepare detailed progress reports for individual pupils annually, or as required, and attend and contribute to reviews of pupils' progress, including Education, Health and Care Plan reviews
- Partake in the appraisal process, in line with the policy and guidelines and take responsibility for meeting personal objectives.
- Contribute to TLA appraisal and reviews and support the personal and continued professional development of self and colleagues.
- Attend departmental, full staff, teacher and INSET meetings as required.
- Actively engage in and contribute to CPD offered by the academy and accept responsibility for specific areas of expertise and interest in order to contribute to the on-going development of the academy.
- Disseminate information and offer support, as required, to students and visitors to the academy.
- Share responsibility for the organisation of whole academy and departmental activities e.g. religious festivals and offer a reasonable amount of support to out of school activities.
- Participate in any other reasonable duties as required by senior staff.
- Be familiar with and practice, all academy and Bright Futures Educational Trust policies and guidelines.

**PERSON SPECIFICATION**

**Teacher**

|  | <b>Essential</b>   | <b>Desirable</b>                              | <b>Method of assessment</b>    |
|--|--|---|--------------------------------|
| <b>Qualifications, Educational, Training</b> | QTS  | To have attended a wide range of relevant CPD | Application form               |
| <b>Relevant Experience</b>                   | Have experience of teaching a wide range of pupils and show evidence of being a committed teacher with good to outstanding practice.   |   | Application form/<br>Interview |
| <b>Knowledge, skills, abilities</b>          | <p><b>Have proven abilities to:</b></p> <p>Effectively meet the learning needs of a range of pupils including those with a complex profile;</p> <p>Demonstrate an in depth understanding of the process of assessment, planning, teaching, recording, evaluating and reporting in order to identify and meet individual needs;</p> <p>Support and actively participate in the development of a school curriculum with evidence of a subject specialism or specific expertise;</p> <p>Demonstrate an in depth understanding of classroom management and organisation;</p> <p>Be familiar with curriculum development and individual schemes of work;</p> <p>Be familiar with the requirements of Ofsted</p> |   | Application form/<br>Interview |

|                     |  |  |   |
|---------------------|--|--|---|
|                     | <p>Value and actively support appropriate forms of inclusion and support to SEND in mainstream schools;</p> <p>Demonstrate active and constructive contributions and challenge to policies and decisions;</p> <p>Promote effective relationships with parents/carers, the community and other professionals;</p> <p>Understand and appreciate the requirements of the relevant national teacher standards and job description;</p> <p>Understand and participate in the ongoing process of school improvement planning.</p> <p>Have awareness, knowledge and understanding of:-</p> <p>Relevant legislation, including Safeguarding;</p> <p>The educational, social, physical and pastoral needs of pupils;</p> <p>The principles and practices of a school's policy statements and guidelines</p> |  |   |
| <b>Team working</b> | <p>Have awareness, knowledge and understanding of the roles and responsibilities of all staff.</p>   |  | <p>Application form/<br/>interview</p>                |
| <b>Safeguarding</b> | <p>Commitment to demonstrating responsibility for safeguarding and promoting the welfare of young people.</p>  |  | <p>Interview<br/>Pre<br/>employment<br/>screening</p> |

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|--------------------------|---|--|-----------------|
| <b><i>Our Values</i></b> | Authentic commitment to the Trust's values of <i>community, integrity, and passion.</i> |  | Interview Tasks |
|--------------------------|---|--|-----------------|