



Inclusion Worker (SEMH and Pastoral Support)

# Recruitment Pack



Nurturing inclusive learning communities

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## CEO WELCOME

Dear Applicant,

Thank you for your interest in this vital post of Inclusion Worker at Ethos Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for this position.

The overarching aim of Ethos Academy Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We have six Academies: Ethos College, Reach Academy, Evolve Academy, Engage Academy, Elements Academy and Enrich Academy and we have high aspirations for future growth.

Thank you for your interest in Ethos Academy Trust and we will look forward to receiving your application.



Jayne Foster  
CEO, Ethos Academy Trust



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## EXECUTIVE HEADTEACHER/HEAD OF SCHOOL WELCOME

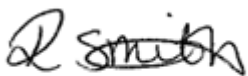
Reach Academy is based in Batley, West Yorkshire and is a part of the Ethos Academy Trust. Reach Academy provides long-term full-time education to Key Stage 3 pupils (ages 11 to 14) with wide ranging Social, Emotional Mental Health (SEMH) needs with an Education Health and Care Plan (EHCP).

At Reach Academy, we believe that all pupils deserve the opportunity to be supported to re-engage with learning and school life. We achieve this within a stimulating, safe and welcoming environment, where the curriculum is personalised to meet the differing needs and interests of all our pupils. Our staff pride themselves on offering a nurture-based approach and a high-quality educational provision that supports pupils to achieve positive outcomes and become ready to move onto further success in their next educational setting.

At Reach Academy, you will find strong, hardworking and dedicated members of staff. We believe in investing in our staff team and all staff have the opportunity to access high quality internal and external professional development. Working at Reach Academy is extremely rewarding; making a difference to vulnerable young people across the local authority as part of a wider staff team and knowing that the work you have done has made an impact on a young person's education and life chances.

We are seeking to appoint an Inclusion Worker to join our strong and dedicated team. The successful applicant must be dedicated to helping our young people reach their full potential. I

would like to thank you for your interest in Reach Academy and I look forward to receiving your application.



Rebecca Smith  
Executive Headteacher



Jack Ghee  
Head of School





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**Ethos College** provides long-term full-time education places for Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. Additional 1:1 teaching is also available for a small number of pupils across Key Stages 1 to 4 who are referred with medical needs or for those whose needs are more complex.

Our mission at Ethos College is to create a secure and stimulating learning environment in which all students are valued and respected, their learning is promoted, and their strengths are nurtured. Our focus is to prepare young people for transition to post-16 education, employment or training.



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**Evolve Academy** is a KS2 and KS3 school that supports students with wide-ranging Social, Emotional and Mental Health (SEMH) needs. We currently have two school bases: one in Wakefield and the other in Castleford. Some of our students have been permanently excluded from Wakefield primary or secondary schools. We also work in partnership with Wakefield mainstream schools to offer a 12-week placement for students who may require short-term step-out provision before returning to their mainstream school.

Our aim is to provide a supportive and nurturing environment that will enthuse and engage students in education. We strive to ensure that our students have clear pathways to their next educational setting, supporting schools to ensure that their varying long-term needs can be effectively met, whether this is in a mainstream or more specialised school environment. Our long-term aim is for students to be empowered to develop into responsible citizens beyond their school years.



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**Elements Academy** opened in September 2022, and is a special school based in Rotherham for students in KS2 to KS4 who have social, emotional and mental (SEMH) needs. All pupils attending the academy have an Educational Health and Care Plan (EHCP) in place.

We provide a community that is safe, respectful and aspirational and the nurture principle is at the heart of everything that we do. We offer a curriculum that empowers students to gain the skills, knowledge and resilience they need to be happy and successful individuals. At Elements Academy, we place equal value upon academic and personal development and, whilst we know our students have barriers to overcome, we are committed to giving them the skills to overcome them.



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**Reach Academy** is a well-established school for children in Key Stage 3 (ages 11 to 14) with Social, Emotional Mental Health (SEMH) needs. Some have been permanently excluded from Kirklees secondary schools. A high proportion of children make a successful return to their local or another mainstream school following their time at Reach Academy, while some progress to special school provision in order that their long-term needs can be met.

We are committed to improving the life chances of pupils by removing barriers to engagement and achievement. Our aim is to create a secure and inspiring environment where every child is empowered to take ownership of their learning and their futures.



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**Engage Academy** is a school for primary aged children in EYFS 2 and Key Stages 1 and 2 (ages 4-11) who are at risk of permanent exclusion and / or are permanently excluded from a mainstream school. A high percentage of our children have Social, Emotional Mental Health (SEMH) needs along with undiagnosed complex needs. All pupils are assessed whilst with us and the majority receive an Educational Health and Care Plan (EHCP) prior to going to their next school ensuring their needs are met in the future.

We offer a nurturing, safe, inclusive and friendly environment where the building of trusting relationships is paramount. We have a broad, creative curriculum that enables all pupils, regardless of need, to achieve their potential and thrive in their new schools.

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**Enrich Academy** is a well-established education provision for Key Stage 4 students (aged 14-16), specialising in supporting students with Social, Emotional and Mental Health (SEMH) needs as well as supporting young people aged 14-16 who are unable to attend a mainstream setting. Our nurture-based philosophy underpins our practice and ensures that we meet the individual needs of every student.



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At Enrich Academy, our aim is to provide a caring, stimulating, safe and welcoming environment where learning is enjoyable. We also ensure our teaching is personalised to the needs of students by customising the curriculum to challenge ability and raise aspirations.

We aim to improve student wellbeing and the life chances of our young people, and all our students are supported to fulfil their individual potential whilst developing the confidence and skill required to succeed in post-16 education, employment or training.

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## TRUST MISSION

Ethos Academy Trust is uniquely positioned with a clear strategic focus on Social Emotional and Mental Health and wider Special Educational Need provision. Our Academies are nurturing and inclusive communities, underpinned by a genuine value led culture where pupils and staff thrive and grow to their full potential.

## OUR CORE VALUES

 <h3>Leading</h3> <p><b>with integrity</b></p> <ul style="list-style-type: none"><li>• Championing honesty and transparency</li><li>• Building trusting relationships</li></ul>	 <h3>Encouraging</h3> <p><b>freedom and responsibility</b></p> <ul style="list-style-type: none"><li>• Working collaboratively</li><li>• Investing in effective partnerships</li></ul>
 <h3>Thinking</h3> <p><b>innovatively</b></p> <ul style="list-style-type: none"><li>• Finding creative solutions</li><li>• Meeting individual needs</li></ul>	 <h3>Improving</h3> <p><b>continuously</b></p> <ul style="list-style-type: none"><li>• Raising standards</li><li>• Developing strong and effective leaders</li></ul>
 <h3>Celebrating</h3> <p><b>achievement</b></p> <ul style="list-style-type: none"><li>• Improving academic progress</li><li>• Enriching personal development</li></ul>	 <p><b>ETHOS</b> ACADEMY TRUST</p> <hr/> <p>Nurturing inclusive learning communities</p>

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**ETHOS**  
ACADEMY TRUST

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## WHY WORK FOR THE TRUST?

Ethos Academy Trust spans West and South Yorkshire, with all our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield, Bradford and Rotherham. The proximity of our Academies is such that it lends itself to close and collaborative working.

At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all the children and young people within our community at the heart of what we do. Our staff are pivotal in this and in recognising, achieving and bringing to life our vision and values.

As such, we are committed to providing our staff with high quality professional development which can be evidenced through a variety of channels. We have numerous examples of staff who have developed and progressed their careers with the Trust. We fully embrace the fact that if we invest in our staff and their futures, we will create an environment where staff are happy, inspired and ambitious, which in turn means that they are able to create positive, engaging and life changing learning experiences for pupils

Ethos Academy Trust is fully committed to supporting and enhancing the wellbeing and mental health of all stakeholders. Across the Trust there are regular opportunities for staff to come together outside of their normal working day in a social or other activity capacity.

As an employer, we are able to provide the following benefits to all members of staff:

- A chance to work at a unique Trust with a clear direction and commitment to working with Social Emotional and Mental Health need and wider SEND pupils.
- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and support staff and continues to subscribe to local holiday patterns and allowances within the local authority of each academy.
- Opportunities to collaborate with colleagues across academies and within the Central Trust teams and other Multi Academy Trusts on a local and/or regional basis.
- Structured and informal opportunities to develop skills and opportunity to progress, share best practice (locally and nationally).
- Access to Teacher and Local Government Pension Schemes.
- Access to 24/7 Employee Assistance Programme which includes counselling and physiotherapy services.
- Annual flu jab
- All staff have 1:1 sessions with their managers every half term and complete a Wellness Action Plan at least annually.
- All staff are required to have an annual appraisal.
- We recognise and reward staff who have gone over and above with our half termly values driven staff awards.
- Opportunity to have your say and to contribute to Academy related developments via annual staff survey, regular “pulse” surveys and Academy Liaison Groups.



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- Access to employee salary sacrifice schemes such as Cyclescheme, Techscheme and discounted shopping.
  - Additional day off after 5 years' service with the Trust
  - Local agreements for corporate access to gyms and other leisure facilities.





I started working for Ethos College around 11 years ago as a Grade 7 inclusion worker. It was an immensely enjoyable and rewarding position. I loved the fact that I could support the social and emotional development of young people and have the ability to make a huge impact on their lives. I was inspired by our talented team and decided to combine my passion for science and education to train to become a qualified teacher. Ethos College supported me all the way and when a position became available, I applied and was proud to take up the post of science teacher. Since then, I have not looked back! I then moved into a leadership role at Ethos College. From September 2023, I will be moving to the position of Head of School at Enrich Academy. Working at Ethos Academy Trust and being part of the transformation of the lives of our young people is an absolute privilege.

**EMMA GANNON**, HEAD OF SCHOOL - ENRICH ACADEMY





I was inspired to pursue a career with children who have SEMH needs through my experience of teaching music as an unqualified Teacher. I joined the Trust thirteen years ago as an Inclusion Worker and was subsequently promoted to Senior Inclusion Worker, before being supported to secure a teaching qualification. More recently I was able to complete training to become a SENDCo and I am currently SENDCo for Reach Academy. The Trust and management teach within Reach Academy not only supported my ambition to become a fully qualified Teacher, they continue to offer opportunities for my ongoing personal and professional development.

**SARAH SIMMONDS**, SENDCO - REACH ACADEMY

During my 6 years of employment with Ethos Academy Trust, I have been supported to access a number of professional opportunities and, after securing a teaching role two years ago, I am now a member of the Senior Leadership Team at Ethos College and have been supported in undertaking the NPQSL to help me enhance my leadership skills, understanding and practice.

The Trust is committed to providing relevant and meaningful professional development opportunities to support the career progression of the staff team. I have always felt highly valued and supported by the Trust in everything that I do. It is an absolute privilege to work for a Trust that is so invested in supporting its staff to be the best that they can be and help to transform the lives of so many young people.

**JACK GHEE**, ACTING ASSISTANT HEADTEACHER - ETHOS COLLEGE



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## ADVERT FOR INCLUSION WORKER

Grade 7 SCP 14-17  
Hours – 34 per week  
Contract type – Permanent  
Term time plus 5 INSET days  
Full time salary - £27,334 to £28,770  
Actual salary - £21,881 to £23,030  
Closing date – Friday 3 May 2024 at 9am

### Applicants

This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils across the primary and secondary age range. Our academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically, supported pastorally and developed socially and emotionally.

We are looking to appoint a passionate and dedicated Inclusion Worker to join our hardworking team at Reach Academy,

If you are looking for a new and rewarding challenge in education and you are committed and passionate to making a difference, then we look forward to hearing from you.

Closing date: 3 May 2024 at 9am  
Interview date: 8 May 2024

Reach Academy will be holding a recruitment event on Monday 29 April 5.00pm to 5.45pm. Please reserve your space by emailing - [jghee@eat.uk.com](mailto:jghee@eat.uk.com)

Visits can also be accommodated at other times if required, please contact [jghee@eat.uk.com](mailto:jghee@eat.uk.com) to arrange.


You can apply for the vacancy at <https://www.eat.uk.com/recruitment-portal/current-opportunities/>

### Safeguarding Statement for candidates

Ethos Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check (including Children's Barred List) and past employment references.

Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1972 (Exceptions) Order 1975.

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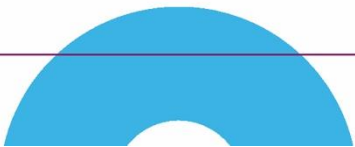




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## INCLUSION WORKER JOB DESCRIPTION

<b>Job title</b>	Inclusion Worker (SEMH and Pastoral Support)
<b>Location</b>	Reach Academy, Batley
<b>Hours</b>	34 hours, term time only plus 5 days
<b>Reports to</b>	Class Teacher / Line Manager
<b>Staff responsible for</b>	No staff responsibility
<b>Closing Date</b>	3 May 2024 at 9am
<b>Salary/Grade</b>	Grade 7, NJC 14-17 Full time salary - £27,334 - £28,770 per annum Actual salary - £21,881 - £23,030
<b>Job Purpose</b>	<p>We are seeking to appoint an inspirational Inclusion Worker, dedicated to supporting our young people reach their full potential. The role will focus on providing positive, aspirational outcomes for pupils with complex social, emotional and mental health (SEMH) needs through high quality support and engagement supporting learning and securing pupils' physical, emotional wellbeing, whilst raising their self-esteem and encouraging independence.</p>



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## KEY OBJECTIVES AND ACCOUNTABILITIES

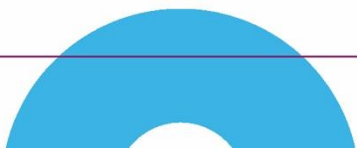
### Main Duties

- To be an active member of a staff team providing high quality pastoral and SEMH support to pupils specific to their needs.
- Support pupil integration into the school to ensure pupils receive a positive, high-quality transition through liaison with parents and external agencies.
- Provide pastoral support within the classroom, under the direction of the class teacher/line manager to support all pupils to make progress across all curriculum areas.
- Support pupils' learning and SEMH development through delivering interventions.
- Work with the class teacher to provide opportunities for pupils to work towards SEMH targets, effectively tracking and monitoring pupil progress.
- Promote positive pupil behaviour, maintaining high expectations for all pupils.
- Use effective strategies to support pupil behaviour including restorative practice, emotion coaching, de-escalation and positive handling (Team Teach).
- Contribute to personalised plans for pupils based on individual need.
- Support the needs of individual pupils in line with their Educational Health and Care Plans to maximise progress towards their outcomes.
- Update pupil records, using the MIS system, to record accurate and objectives accounts.
- Supervise and support pupils during break, lunch and extra-curricular activities
- Participate in and assist with supervision of educational visits.
- Develop trusting relationships with parents/carers, through regular contact, to share information on both pastoral and SEMH progress.
- Work alongside and attend meetings with external agencies, completing relevant associated paperwork to support positive outcomes for pupils and families.
- Support pupil transition to post 16 through liaison with the career's advisor.
- Undertake relevant CPD and training.
- Promote and actively support the academy's responsibilities towards safeguarding, following safeguarding procedures and practices in line with the expectations of the academy.

### General

- Act with integrity, honesty and professional competence and understand the importance of confidentiality.
  - Have a positive attitude towards working with vulnerable young people including ability to be understanding, responsive, calm and supportive.
  - Carry out your duties with due regard to current and future Trust and academy policies, procedures and relevant legislation. These will be drawn to your attention in your appointment letter, induction and on-going performance development and through Trust communications.
  - Take reasonable care of the health and safety of self, other persons and resources whilst at work. This entails supporting the Trust's responsibilities under the Health and Safety at Work Act
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- Demonstrate day to day commitment to the Trust's vision, mission and core values.
  - Carry out such reasonable additional duties as may from time to time as determined by or on behalf of Trust Senior Leaders or the Trust Board.



## PERSON SPECIFICATION

	Key Criteria	Essential (E) / Desirable (D)
<b>Knowledge, Education and Training</b>	GCSE grade 4 or above (grade C or above) in English and Maths or the ability to demonstrate equivalent knowledge	E
	Level 2 Team Teach accreditation or a willingness to undertake this	E
	Professional qualifications applicable to the role (e.g., teaching assistant qualification)	D
	Understanding and knowledge of strategies to support social, emotional and mental health development	D
<b>Relevant Experience</b>	Experience working with children or young people	E
	Experience of working in an educational setting	D
	Experience of supporting pupils SEMH and pastoral development in a school environment	D
	Experience of supporting pupils' basic skills in a variety of curriculum areas	D
	Experience of supporting pupils through interventions	D
	Experience of working collaboratively with and attending meetings with external agencies and professionals to ensure positive outcomes for pupils and families	D
	Experience of working closely with families to improve outcomes for pupils	D
	Experience of working with pupils with barriers to their learning because of a social, emotional or mental health need	D
<b>Aptitudes, skills and competencies</b>	Ability to assist the class teacher in planning class activities	E
	Ability to communicate effectively with pupils, staff, other schools and other professional	E
	Ability to relate to pupils from diverse social backgrounds	E
	Ability to work as a team member	E



	Ability to work with pupils exhibiting challenging behaviour	E
	Ability to engage and work effectively with hard-to-reach parents and key family members	E
	Willingness to lead on extra-curricular activities	E
	Understanding of child development, learning and nurture principles	E
	Knowledge of the national curriculum applicable to the Academy	E
	Understanding of safeguarding procedures and issues	E
Any additional factors	Commitment to ongoing personal training and development	E
	Willingness to work outside of normal Trust hours on occasion and with due notice	E
	Willingness to undertake an Enhanced Disclosure and Barring Service check; pre-employment and annually	E
	Ability and willingness to drive the school minibus and obtain business insurance on own car insurance	E
	Emotional resilience in working with pupils with exhibit challenging behaviour	E
	Willingness to work offsite with pupils and families	E

### Equality and Diversity statement

Ethos Academy Trust treats all applicants for employment in the same way regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.


### Disability statement

Ethos Academy Trust is committed to promoting equality of opportunity for people with disabilities. We continue to review our processes and procedures to ensure individuals with disabilities receive full and fair consideration for all types of vacancies at the recruitment stage and during their employment.

Individuals who apply to the Trust for employment will receive fair treatment and be considered solely on their ability to do the job. Where required reasonable adjustments will be applied. During employment the Trust, wherever possible, will retain the services of an employee who is or has become disabled.

### Online checks for shortlisted candidates

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In accordance with DfE Keeping Children Safe in Education 2022, an online search, including social media, will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

#### GDPR

A copy of our Privacy Notice is available via our website: [www.eat.co.uk](http://www.eat.co.uk)





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Ethos Academy Trust  
c/o Reach Academy  
Field Hill Centre  
Batley Field Hill  
Batley  
WF17 0BQ

