

Academy  
Transformation  
Trust

Radio Technician

# Application Pack

ATTFE College

Sutton Campus, High pavement Sutton-in-Ashfield NG17 1EE.

Ollerton Campus, Whinney Lane, Newark, NG22 9TD

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# 01. About Academy Transformation Trust

## Our Mission

Transforming lives by *putting education first*.



## Our Vision

Transforming Lives of **Our Learners**:

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have a safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.

Transforming Lives of **Our Colleagues**:

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.

Transforming Lives of the **Communities We Serve**:

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.



## Our Values

### Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.



### Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.



### Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.



### Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.

# Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 21 academies (primary, secondary, post 16 and FE) operating across 10 English local authority areas. We are responsible for the education of over 13,000 learners, for the careers of almost 2000 colleagues and for the most effective spending of nearly £80 million of taxpayer income each year.

## Strategic Aims

- To plan and deliver a curriculum which enables students to reintegrate with learning, delivers improving progress and outcomes for all learners and demonstrates that lessons have been learned from the pandemic experience.
- To create the conditions in which our people can demonstrate independent, thoughtful and confident behaviours in pursuit of our vision and aims.
- To continue to improve our financial performance alongside an enhanced reputation in business operations and governance.



ATT | 21 Academies

Local Authority Areas | 10

Staff | 1720

Primary | 409  
Secondary | 1130  
Special | 30  
FE | 76  
Other | 75

Learners | 13,334

Primary | 2711  
Secondary | 9280  
Special | 45  
FE | 1298

Governance

People Engaged | 120+  
Trustees | 10  
Members | 4

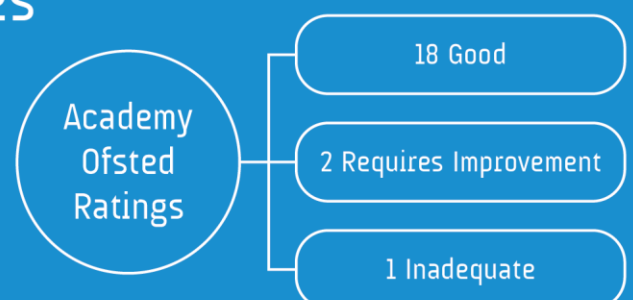
Finance

£78 million in funding and other income

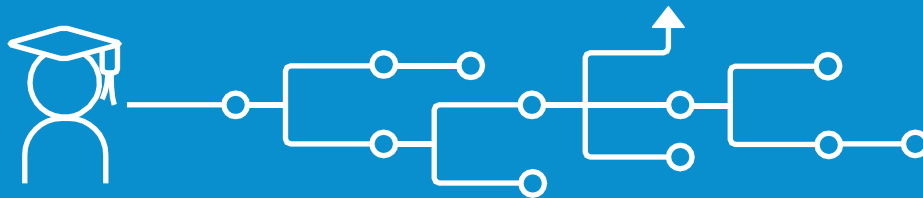
ATT Institute | 38 Leadership Development Pathways across all our directorates

## Headline Performance Measures

- **Record progress scores** for many of our academies in 2019.
- **Rising Attainment 8** and **Progress 8** rates for three years running across all secondary academies.
- **Rising Key Stage 5 average points scores** across all academies for three years.



## 02. Career Testimonials



### **Donovan Stansbury** | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

### **Martin Sexton** | Lead for Computer Science and STEM Coordinator

Working for ATT has given me many opportunities to progress my career. A move from Westbourne Academy to Mildenhall College Academy 5 years ago gave me my first step up from teacher to leading Computer Science. I received an ATT award for STEM which led to me becoming the STEM coordinator. To help develop my career further I now lead Team Network Group meetings with other Computing teachers from across the trust. ATT has also allowed me to develop my skills knowledge through attending a range of CPD with Computing at School, Barefoot, and Digital Schoolhouse all of which are helping to develop my practice.

### **Nicola Powling** | Faculty Leader, Humanities

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

### **Cat Rushton** | Director of ATT Institute

ATT has offered me the exciting opportunity to experience a wider scope of influence over academies, to collaborate with other leaders, and to work with a range of colleagues and stakeholders in various contexts.



## Selected Courses

- National Professional Qualifications
- SSAT Lead Practitioner Accreditation
- DNA: Teaching, *our flagship course*
- Early Career Teacher Programme

## Development Groups

### Principals' Development Group | PDG

Allows Principals to develop and share strategies and priorities while addressing their PD needs

### Strategic Development Groups | SDGs

PD for senior leaders, linking to areas identified in the Ofsted Education Inspection Framework

### Team Network Groups | TNGs

Subject development groups for department heads and colleagues in central directorates

## Other Professional Development

- ATTI Fellowships
- Specialised webinars
- Inquiry Questions, *our new PD model*

# Professional Development at ATT: 03. The ATT Institute

Our ATT Institute is a dedicated team of colleagues that works hard to create a broad and impressive people development offer, facilitating quality training and networking across all our directorates. This helps our colleagues to stay focused on learning and developing as practitioners as they progress in their careers with our Trust.

### Our Vision

We're committed to the very best people development, empower our stakeholders through equal learning opportunities and putting their needs first. We believe we are better together and value collaboration within and beyond our organisation.

Our Institute is a learning eco-system; leadership does not just come from the top but is stakeholder-led. Colleagues across all our directorates- not just teaching staff- help our Trust to transform lives through innovative education. Because of this, we all have a responsibility to engage with people development, ensuring that the education we provide is of the best quality it can be. ATT colleagues use their local leadership to develop and lead others beyond their immediate institution- even beyond our own Institute.

### Research Design and Translation

Built into our institute's approach is the concept of *inquiry-based learning*. As part of our commitment to research-informed practice, our action research team contribute to the advancement of research in areas linked to our strategic improvement priorities. The team translates their findings to our development groups, helping to share best practice across our family of academies.

Find Out More Online:

[academytransformationtrust.co.uk/institute](https://academytransformationtrust.co.uk/institute)

# 04. Job Description



## Radio Technician

**POST TITLE:** Radio Station Technician

**MANAGER:** Radio Manager

**HOURS:** Sessional

### **Purpose of the Job**

The role of the Radio Station Technician in ATTFE is to enable particular learners to fully access and participate in learning programmes. Duties will be carried out in a manner that enhances the learners' dignity and quality of learning experience and respects confidences.

Radio technician tasks will include working with pre-recorded material to help create live shows.

Tasks may be related to helping the learner or helping the learning process. This may involve work with learners with a wide variety of needs and problems such as physical disabilities or challenging behaviour.

All staff must share the ATTFE's commitment to and responsibility for Equality and Diversity, Health and Safety and follow financial regulations as appropriate.

Staff will be expected to participate in the ATTFE appraisal process if they work in excess of 5 hours per week.

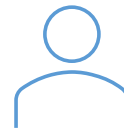
### **Specific duties and accountabilities**

1. Promote participation in learning activities
2. To help identify particular learning needs
3. Promote learners' developing independence
4. Enhance individuals' understanding within the learning process
5. Support small groups with their learning activities
6. Record learners' progress, under guidance of tutors and other staff
7. To help develop learning materials that support individuals learning plans
8. Assist learners with their physical and personal needs to enable them to access the learning process
9. To maintain an up-to-date awareness of relevant policies and to follow all consequent procedures

10. Helping the tutor ensure that all learners are working safely and comfortably
11. Making learning materials available under the direction of the tutor
12. Support learners to access the physical environment of classes
13. Responding to requests and direction from the class tutor, that are consistent with the role and reasonable
14. Stay up to date with radio technology.
15. Actively help with radio content production.
16. Attending relevant meetings and training at the direction of the line manager in order to contribute to individual and ATT FE development
17. Working with the tutor on the adaptation of learning resources for learners who may have specific needs
18. Providing support to learners with reading, writing, numeracy, communication, IT and other subjects
19. Providing feedback to individual learners on the work they have completed
20. Completing documentation needed by ATTFE
21. Explaining tasks and activities to individuals when they need support to understand instructions
22. Working with individual learners on tasks directed by the tutor
23. Leading small groups of learners under the guidance of the tutors
24. Undertake any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific term.



# 05. Person Specification



## Radio Technician

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> <li>• Right to work in the UK.</li> <li>• Maths and English Level 2 or above.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching qualification</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working in a similar role</li> <li>• Demonstrable strong administrative and organisational skills</li> <li>• Demonstrable excellent written and oral communication skills</li> <li>• Demonstrable excellent people skills</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Competencies	<ul style="list-style-type: none"> <li>• Listens well, communicates clearly and fluently</li> <li>• Maintains confidentiality and discretion at all times</li> <li>• Adapts to the team and helps to build team spirit</li> <li>• Relates well to people at all levels</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Values	<ul style="list-style-type: none"> <li>• Personal vision is aligned with ATT's high aspirations and expectations of self and others</li> <li>• Genuine passion and a belief in the potential of every learner</li> <li>• Motivation to continually improve standards and achieve excellence above norms.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Demonstrates integrity</li> <li>• Promotes and defends equal opportunities</li> <li>• Commitment to the safeguarding and welfare of all learners</li> <li>• This post is subject to an enhanced disclosure and barred service check.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

# 06. How to Apply

## Radio Technician

Applying:

Please apply by visiting [www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)



Status:

Hours to be confirmed.

Salary:

£12.99 per hour



Closing Date: Monday 6th May 2024 at 12pm.

Start Date: Tbc



Interviews:

TBC




 @academytransformationtrust

 @AcademyTrust

 academytransformationtrust.co.uk

 office@attrust.org.uk

 0121 354 4000

 Unit 4, Second Floor,  
Emmanuel Court, Reddicroft,  
Sutton Coldfield, B73 6AZ

