



Being the best we can be

# ETHOS TEAM MEMBER

## STOKESLEY SCHOOL

### Application Pack

## Welcome from the Headteacher



Dear prospective applicant,

Thank you for your interest in joining our support staff team.

Stokesley School is a large and diverse community and we are seeking a colleague with the skills and experience to develop positive working relationships with young people. You will need to be resilient and able to think on your feet, firm but fair and an effective communicator. If you like the idea of no two days being the same, interacting with students and staff and keeping a sense of perspective and humour, even when life can be a little pressured then you're the person we are seeking!

The role of Ethos Team Member includes: working closely with our SEN team, Heads of Year and other key pastoral staff. The role is all about supporting young people to help them get the most out of school, overcome their barriers to learning, and - as our motto states - 'be the best they can be'. Some experience of supporting people's mental health would be beneficial, but is not essential. We mostly want people with lots of patience and empathy who enjoy working with children and their families.

If you do decide to apply please complete the enclosed application form and return to [recruitment@aretelearningtrust.org](mailto:recruitment@aretelearningtrust.org). The closing date for applications is Monday 6<sup>th</sup> December 2021 (noon). I look forward to reading your application and to welcoming a creative and dynamic colleague to our team.

Yours sincerely



**Mrs. H.L. Millett**  
Headteacher

<b>Job Description for:</b>	Ethos Team Member
<b>Responsible to:</b>	Head of Pastoral Intervention
<b>Hours/weeks:</b>	37 hours per week, term time only (+ training days)
<b>Salary:</b>	Grade F, Points 8-13 (£17,411 - £19,224 actual salary)

### Job Summary

Under the direction of the Head of Pastoral Intervention:

- To be an important part of student support team, maintaining and developing the Stokesley School ethos of 'being the best you can be'
- To promote and encourage high levels of attendance by working with families and students (groups and individuals) to break down perceived barriers to school engagement
- Support vulnerable students, being reactive to those students who find the school day difficult.
- To liaise with external agencies where necessary to support students and their families
- To support effective behaviour management systems by intervening with students who receive repeated sanctions
- To work collaboratively with colleagues to provide personalised support for students
- To maintain data records that inform future practice and build a cohesive picture of key students
- To facilitate small group support sessions to develop students' independence, self esteem and good mental health
- To support the everyday running of the school by completing first aid training and taking a place on the first aid rota
- To undertake any other reasonable duty as directed by the headteacher

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Whilst every effort has been made to explain the main duties and responsibilities of the post, this does not constitute a jobs list and the successful candidate will be expected to undertake duties commensurate with her/his role.

*Areté Learning Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to satisfactory completion of all pre-employment checks including an enhanced DBS*

**Person Specification – Ethos Team Member**

<b>Qualifications/Training</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Commitment to training / health and safety legislation</li> <li>• Willingness to undertake First Aid Training</li> </ul>	<ul style="list-style-type: none"> <li>• GCSE Maths and English (at C grade or above) OR directly equivalent qualification</li> <li>• Further professional qualifications</li> <li>• Evidence of related training</li> <li>• First Aid qualification</li> </ul>
<b>Knowledge and Experience</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Experience of working with children/young people</li> <li>• Developing and maintaining positive working relationships with a range of students in order to provide guidance and support</li> <li>• Willingness to undertake training to develop a sound knowledge of school systems, up-to-date curriculum and correct academic procedures in order to use this knowledge to help guide individuals through the learning process</li> <li>• Experience of managing a busy workload whilst maintaining high standards</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of Safeguarding/ Child protection and the Data Protection Act</li> <li>• Experience of recognising early signs of mental health difficulties, including, but not exclusive to, anxiety, disordered eating and emotional regulation</li> <li>• Knowledge of the academic and pastoral ethos of a school environment</li> <li>• Experience of communicating with a range of individuals, including parents/carers and outside agencies in an appropriate manner</li> <li>• Experience of work in a school environment or educational establishment</li> <li>• Experience of working with young people and their families.</li> </ul>
<b>Skills and Ability</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Excellent communication skills and the ability to relate to a wide range of people and adapt approach as appropriate</li> <li>• Ability to produce accurate work to tight deadlines</li> <li>• Ability to establish and maintain strong relationships with all stakeholders</li> <li>• Ability to work flexibly across departments to support colleagues in order to meet whole school requirements</li> <li>• An ability to react to organisational change quickly and positively</li> <li>• Ability to communicate clearly both orally and in writing pitched at the right level for the audience</li> <li>• Ability to handle confidential information with discretion</li> <li>• Ability to relate sensitively to students with complex emotional, behavioural and health problems</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation skills</li> <li>• Knowledge of School Management Information Systems</li> <li>• Knowledge of adolescent behaviour and ways to support students with their mental health</li> <li>• Knowledge of working with families to promote positive mental health and wellbeing</li> </ul>

<ul style="list-style-type: none"> <li>• Ability to identify realistic but challenging self-development needs and take responsibility for own learning</li> <li>• Ability to demonstrate commitment to Equal Opportunities and customer service practices</li> <li>• Ability to maintain confidentiality at all times</li> <li>• E-literate and competent in IT packages (Training will be provided on our systems)</li> </ul>	
<b>Personal Qualities and Attitude</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of children and young people</li> <li>• High level of emotional intelligence/ self-awareness</li> <li>• Friendly and outgoing</li> <li>• Able and willing to establish good professional relationships</li> <li>• Self-motivated and able to work on own initiative without supervision</li> </ul>	

## APPLYING FOR A JOB WITH ARETÉ LEARNING TRUST IMPORTANT ADVICE ON COMPLETING THIS APPLICATION

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

### Rehabilitation of Offenders

If the post you are applying for requires you to have a Disclosure and Barring Service (DBS) check you will be required to disclose full details of your criminal history prior to your interview. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

A DBS check will be carried out for successful applicants where the post involves access to children and/or vulnerable adults. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the authority. Any information given will be completely confidential and will be considered only in relation to this application.

### Canvassing

You must not try to influence any staff members, governors or directors of Areté Learning Trust to act in your favour, as this will disqualify you. If you are related to a trust member, director, employee or governor you must indicate this in the relevant section of the application form.

### How to apply

Please forward your completed application form to the following email address: [recruitment@aretelearningtrust.org](mailto:recruitment@aretelearningtrust.org) stating the title of the post you are applying for in the subject box.

The closing date for receipt of applications is **Monday 6<sup>th</sup> December 2021 at 12 noon.**

## APPLICATION FOR POST OF: ETHOS TEAM MEMBER AT STOKESLEY SCHOOL

**Please write in black ink or type. Do not include a CV.**

This application form has been designed to exclude information that might lead to discrimination.

SECTION 1 - PERSONAL DETAILS			
Title:		First forename:	
Other forename:		Surname:	
Former Surname:		Other names:	
Address line:			
Town:		County:	
Postcode:		Country:	
Home Phone No:		Resident at this address since (Date):	
Mobile Number:		Work Number:	
Email Address:			

Please note correspondence regarding your application may be sent to your e-mail and/or postal address. If you have not heard from us within 21 days of the closing date, please assume your application has not been shortlisted. You are welcome to ring the school to ask for feedback to assist you in any future applications.

SECTION 2 - PERSONAL DETAILS CONTINUED	
Are there any restrictions to your residence in the UK which might affect your right to take up employment in the UK?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If Yes, please provide details:	
If you are successful in your application would you require a work permit prior to taking up employment?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If Yes, please specify dates:	Date (MM/YY) From: <input type="text"/> Date (MM/YY) To: <input type="text"/>
Have you ever lived and/or worked outside of the UK?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If Yes, please provide details:	
Do you hold a Certificate of Good Conduct for your time spent abroad?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, please provide the date of issue.	Date: <input type="text"/>

Insert your National Insurance Number:

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### SECTION 3 – SOURCE OF APPLICATION





**SECTION 7 – MEMBERSHIP OF PROFESSIONAL BODIES**

Institute	Grade of Membership, Membership Number	Enrolment date	Examination date	Expiry date

**SECTION 8 – REGISTERED COUNCILS**

Are you registered with the Institute for Learning?	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>If you have answered Yes, please provide your Registration number:</b>	

**Teaching Roles only:**

Teacher Reference Number:	
Current salary point:	
Date QTS awarded:	
Induction period completed?	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>If you have answered Yes, please confirm the date:</b>	
<b>If you have answered No, please select the appropriate option:</b>	Not yet started <input type="checkbox"/> Stage 1 completed <input type="checkbox"/> Stage 2 completed <input type="checkbox"/>

**SECTION 9 – PRESENT OR MOST RECENT EMPLOYMENT**

Name of Employer:	
Local Education Authority:	
Address line:	
Town:	County:
Postcode:	Country:
Post held:	Grade:
Number on roll ( <i>teaching roles only</i> ):	Age Range ( <i>teaching roles only</i> )
Date of appointment (Month/YYYY):	Salary:
Notice Required ( ) Weeks:	Telephone number:
Leave date (if applicable- Month/YYYY):	Reason for leaving (if applicable):
Summary of current job role; duties and responsibilities:	

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## SECTION 10 – PREVIOUS EMPLOYMENT

List all your previous jobs (most recent first). Identify and account for any gaps in employment.

<b>Name of Employer :</b>	
Address line:	
Town:	County:
Postcode:	Country:
Post held:	
Job Role Summary:	
Grade / Salary:	Date from (Month/YYYY):
Date to (Month/YYYY):	Reason for leaving (if applicable)
<b>Name of Employer:</b>	
Address line:	
Town:	County:
Postcode:	Country:
Post held:	
Job Role Summary:	
Grade / Salary:	Date from (Month/YYYY):
Date to (Month/YYYY)	Reason of leaving (if applicable)

<b>Name of Employer</b>	
Address line:	
Town:	County:
Postcode:	Country:
Post held:	
Job Role Summary:	

Grade / Salary:	Date from (Month/YYYY):
Date to (Month/YYYY):	Reason for leaving (if applicable):

<b>Name of Employer</b>	
Address line:	
Town:	County:
Postcode:	Country:
Post held:	
Job Role Summary:	
Grade / Salary:	Date from (Month/YYYY):
Date to (Month/YYYY):	Reason for leaving (if applicable):
<b>Please provide details for any gaps in your employment history when you have not been in education, training or employment.</b>	
<b>Please list dates and the reason (i.e. Travel, Parental leave etc)</b>	
Gaps in employment (including dates)	

## SECTION 11 – REFERENCES

Please give the name and addresses of two referees (not relatives) one of whom should be your present employer (or last employer if not currently employed).

Title:	First forename:
Other forename:	Surname:
Address line:	
Town:	County:
Postcode:	Country:
Telephone number:	Email address:
Occupation:	Relationship to you?
Do you give permission for referees to be contacted prior to an offer of employment being made?	Yes <input type="checkbox"/> No <input type="checkbox"/>

**Please note your second referee should ideally be a previous line manager or someone in a position of authority.**

## SECTION 12 – REFERENCE

Title:	First forename:
Other forename:	Surname:
Address line:	
Town:	County:

Postcode:	Country:
Telephone number:	Email address:
Occupation:	Relationship to you?
Do you give permission for referees to be contacted prior to an offer of employment being made?	Yes <input type="checkbox"/> No <input type="checkbox"/>

### SECTION 13 – DECLARATIONS AND CONSENTS

Do you consider yourself to have a disability:	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, please detail any reasonable adjustments that you would require if you were selected to attend an interview/assessment event.	
Are you related to any member or employee of Areté Learning Trust?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If you answered Yes, please provide details.	
I understand that canvassing of any staff members, governors or directors of Areté Learning Trust in connection with this appointment will disqualify me.	Yes <input type="checkbox"/> No <input type="checkbox"/>

**Has any previous employer expressed concerns and/or taken any action, whether informal/formal (including suspension from duty) on the following, including any investigations or actions taken by your professional body:**

<b>Capability/Performance</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Please provide details:	
<b>Disciplinary</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Please provide details:	
Are there any dates when you would not be available for interview in the near future?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Please provide details	
Please state the date on which you could take up duty if appointed.	
I declare that the information contained in this application form is correct and understand that the trust	Yes <input type="checkbox"/> No <input type="checkbox"/>

will request to see proof of qualifications at the time of interview.	
I consent to Areté Learning Trust recording and processing the information detailed in this application. The trust will comply with their obligation under the Data Protection Act 2018.	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have you ever been convicted of a criminal offence/received a caution, reprimand or warning?	Yes <input type="checkbox"/> No <input type="checkbox"/>

**Under the Safeguarding Vulnerable Groups Act 2006, it is a criminal offence for a barred person to knowingly work, or apply to work in regulated activity with vulnerable groups.**

**As you are applying for a post which requires a DBS clearance, under the Rehabilitation of Offenders Act 1974, you are required to disclose full details of any 'spent' and 'unspent' convictions. If you answered Yes to this question, please provide details below.**

What was the date of the conviction(s)?	(DD/MM/YY)

**SECTION 14 – SUPPORTING EVIDENCE WHICH SHOULD INCLUDE RELEVANT KNOWLEDGE, EXPERIENCE AND SKILLS**

I confirm that the information that I have provided in support of this application is complete and true and understand that knowingly to make a false statement for this purpose may be a criminal offence.

Signature: ..... Date: .....

**SECTION 15 – EQUAL OPPORTUNITIES MONITORING**

Areté Learning Trust is committed to equality in employment. The trust’s aim is to ensure equality for all existing and prospective employees. In line with this, the Trust is required to publish work force data.

In order to assist the trust with this aim please provide the information below in monitoring recruitment procedures for which your co-operation would be appreciated.

The information will not form part of our short listing, and will be separated from your application form upon receipt. The information provided will be used for statistical and monitoring purposes and to help us to develop our policies and practice and will be treated confidentially and be subject to the provisions under the current Equality Legislation and Data Protection Act.

Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Prefer not to disclose <input type="checkbox"/>
Ethnic group	White British <input type="checkbox"/> White Irish <input type="checkbox"/> White Other <input type="checkbox"/> White and Black <input type="checkbox"/> Mixed: Mixed: White and Black African <input type="checkbox"/> Mixed: White and Asian <input type="checkbox"/> Asian or Asian British <input type="checkbox"/> Asian or Asian British: Indian <input type="checkbox"/>	Asian or Asian British: Pakistani <input type="checkbox"/> Asian or Asian British: Bangladeshi <input type="checkbox"/> Asian or Asian British: Other Asian <input type="checkbox"/> Black or Black British: Caribbean <input type="checkbox"/> Black or Black British: African <input type="checkbox"/> Black or Black British: Other Black <input type="checkbox"/> Chinese or Other Ethnic Group <input type="checkbox"/> Other <input type="checkbox"/>	
If Other please specify			