



## **Job Application Pack**

### **Christian Youth Worker**

1<sup>st</sup> September 2019

Permanent, Full time, Term Time Only

Salary: Grade 4, Points 3 to 5, £18,065 to £18,795 FTE

Actual salary: £15,511 to £16,138 per annum

## Welcome from the CEO



Archway Learning Trust is a vibrant learning community where students are cared for, receive a high quality education and experience every opportunity to be successful.

School years are amongst the most important in our lives, helping us to develop the knowledge, skills and characteristics we need to succeed. At Archway Learning Trust, we are committed to giving every child the very best start that we can. We offer outstanding teaching and learning and exceptional personal support in an inclusive, faith based environment. I became a teacher because I believe in equal opportunities for everyone.

I also believe that every child has the right to an excellent education. Learning is at the heart of any good society and the opportunity to learn from teachers who are committed, enthusiastic and innovative is a right that all children should have.

Our mission is to help children to understand and believe in themselves, respect and care for others and to develop a wide understanding of faith, the world around them and their place within it. The determination of our youngsters to succeed, and the passion of our teachers to make a difference, makes me proud to be Chief Executive Officer of this diverse and dynamic family of academies.

*S. Hampton*

## About the Trust

Archway Learning Trust, previously Bluecoat Academies Trust was formed in April 2014 as a result of the very long and successful history of Bluecoat Academy. The Trust comprises of Bluecoat Aspley Academy which includes the Sixth Form, Bluecoat Wollaton Academy, Bluecoat Beechdale Academy and Bluecoat Primary Academy and more recently the Trust are pleased to have had The Nottingham Emmanuel School join.

Our aim as a Trust is to be recognised nationally and internationally as we develop our innovative approach to inclusive, enriching and balanced cross curricular teaching, preparing young people for lifelong learning based firmly on our Christian principles.

The growth of the Trust is a truly exciting time for prospective candidates who are looking to further their careers in a dynamic learning community that has opportunity at every point to share and learn from each other in order to become the best that we can be.



Bluecoat Aspley Academy  
Telephone: 0115 929 7445

Bluecoat Beechdale Academy

Bluecoat Primary Academy

Bluecoat Wollaton Academy

Nottingham Emmanuel School

Email: [recruitmentbaa@archwaytrust.co.uk](mailto:recruitmentbaa@archwaytrust.co.uk)

Website: [www.archwaytrust.co.uk](http://www.archwaytrust.co.uk)

## Bluecoat Aspley Academy

Bluecoat Aspley Academy has over 1500 students, including over 550 in the Sixth Form. Bluecoat Academy Aspley is the largest school in the Trust and was the founder of Archway Learning Trust (previously known as Bluecoat Academies Trust). The Academy is both distinctively Christian and inclusive with all students being part of the large, diverse and multi ethnic family that we are very proud to be a part of. Bluecoat Aspley Academy holds a strong and positive reputation within the city benefitting from its long history, success and prominent position.



**Bluecoat Aspley**  
believe in yourself, in others, in God



**Bluecoat Wollaton**  
believe in yourself, in others, in God

## Bluecoat Wollaton Academy

Bluecoat Wollaton Academy has over 780 learners aged 11-16 and is both distinctively Christian and inclusive with a relentless ambition to enable every member of our Academy 'family' to be the best they can be. Bluecoat Wollaton was graded as 'Outstanding' in all categories in its recent Ofsted inspection in 2018 and has a strong pastoral and academic reputation across the city. It is also pioneering some new approaches to curriculum and the celebration of knowledge at the heart of that. The school's outcomes place it in the top 10% in the country and visitors frequently comment on how the children are polite and keen to learn.

## Bluecoat Beechdale Academy

Bluecoat Beechdale Academy is a growing school, with over 800 students on roll. The numbers have increased each year since our sponsorship began and we are delighted with the growing confidence that local families are expressing by making Beechdale their first choice school in increasing numbers. Bluecoat Beechdale Academy is not formally designated as a Church of England Academy, but shares the ethos and many of the Archway values.



**Bluecoat Beechdale  
Academy**  
Believe, Belong, Achieve



**Bluecoat Primary**  
believe in yourself, in others, in God

## Bluecoat Primary Academy

Bluecoat Primary Academy opened in January 2015. The primary school is located nearer our Bluecoat Beechdale Academy in a brand new state of the art building on Harvey Road and this new accommodation will be home to 420 primary aged children; 26 three year olds and like Bluecoat Aspley and Bluecoat Wollaton Academy is both distinctively Christian and inclusive.

## The Nottingham Emmanuel School

The Nottingham Emmanuel School is a Church of England secondary and Sixth Form, with 1,000 students, including over 140 in the Sixth Form. The £25 million site is located near the banks of the River Trent in West Bridgford. The School is a diverse community, serving families and students from every academic, social, faith and ethnic background. Emmanuel has been praised nationally for its outstanding work as an effective, inclusive Church school.



**Bluecoat SCITT Alliance  
Nottingham**

## Bluecoat SCITT

Based at Sherwood Rise, the Bluecoat SCITT offers school based Teacher training in a range of schools and subjects. As an accredited provider of school based teacher training, we are committed to training OUTSTANDING teachers to work within the East Midlands region. Our comprehensive one year School Direct Training Programme is offered for both Primary and Secondary trainees, as well as a salaried option in certain subjects.

## Welcome from the Principal



Cath Rowell, Principal provides leadership to the Trusts successful and passionate Bluecoat Aspley Academy.

Bluecoat Aspley Academy offers a caring, nurturing and secure environment that enables every member of our academy to be the best they can be. We have high aspirations for ourselves, our students and the community we serve. Whilst we are extremely proud of our reputation for academic excellence, we place equal value on ensuring students grow and develop both personally and socially and leave us thoroughly prepared to become well rounded and successful citizens in a modern society.

We make no apologies for the high standards that we have here at Bluecoat Aspley Academy. We expect our staff to role model excellent behaviour, attendance and attitudes to learning for our students. We are absolutely delighted that during our recent Ofsted inspection our Personal Development and Welfare, as well as our Leadership and Management were rated as 'Outstanding' with an overall judgement of 'Good'. All at Bluecoat Aspley Academy are very proud of our rich history, faith and belief as well as our truly inclusive nature. Our vision is to ensure that all students make progress, regardless of their background, ability or starting point and we celebrate the impact of our specialist SEN provision on site.

We also expect our staff to be excellent too, by delivering inspirational teaching that ignites a love of learning and instils a belief in learners that anything is possible. Belief is central to all we do: we believe in ourselves, in others, in God and it is this belief that ensures Bluecoat Aspley Academy continues to offer the best educational experiences possible for our students, our staff and our community.

## The Vacancy

The Trust is seeking a self-motivated and passionate individual who can fulfil the role of Christian Youth Worker at Archway Learning Trust. The Christian Youth Worker will report directly to the Lead Teacher of Christian Distinctiveness and will have opportunity to work alongside our Enrichment Team and will also be supported by the team of Bluecoat Pastors. The post will support student engagement, community activities, charity fundraising and developing our Christian ethos through clubs, services and a wide range of activities.

The Trust's mission statement is 'Believe in yourself, in others and in God'. The post of Christian Youth Worker will develop what it means to be a young person and a Christian at the Trust. It will involve running a range of clubs such as Youth Alpha, Christian Union as well as supporting and leading our Acts of Worship and special services such as Founders' Day. We are looking for the post holder to reach out to other local churches and facilitate them contributing to the Christian life and ethos of the Academy.



The successful candidate will be dynamic, committed to supporting our students in their Christian journey and possess excellent communication skills.

Candidates should pay attention to the job description/person specification and explain within their application how they meet the criteria, whilst also describing what they will bring to the post from their own knowledge and experience.

The role will be based at the Trust's Bluecoat Aspley Academy but the post holders may at any time be required to support or work at any of the sites within Archway Learning Trust.

## Applications

For more information about Archway Learning Trust, please visit [www.archwaytrust.co.uk](http://www.archwaytrust.co.uk). To apply for the role please download the 'Support Staff Application Form' from the 'Vacancies' section on our website and submit to [recruitmentbaa@archwaytrust.co.uk](mailto:recruitmentbaa@archwaytrust.co.uk) clearly demonstrating your suitability for the role.



**Closing Date:** 9am, Friday 3<sup>rd</sup> May 2019

**Interview Date:** Week commencing 10<sup>th</sup> May 2019

## Vision & Ethos

The vision statement of the Trust demonstrates its Christian ethos and faith foundation.

The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.

### We believe:

- That a Christian ethos underpins and informs all that we do
- That the focus of the Trust is to promote collaboration between schools within a strategic locality in order to secure mutual improvement
- That through managed collaboration between academies there will be increased and improved opportunities for the development of all staff, students/children, parents and community
- In the development of a broad and balanced curriculum that supports young people's personal development and preparation for life
- That the family of academies within the Trust, working together, will secure continuity and progression for all
- That there should be high expectation for all children/students and young people whatever their circumstances or starting point and addressing disadvantage
- That, through its structures and work, the Trust can create and support effective Governance for all members
- That, through the Trust's work across its academies, expertise and capacity will be developed so that they can be supported with their development needs and economies of scale achieved

## Safeguarding Children and Young People

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References
- Childcare Disqualification Declaration Check (relevant Primary School posts only)

## Job Description

<b>POST TITLE:</b>	<b>CHRISTIAN YOUTH WORKER</b>
<b>GRADE:</b>	<b>GRADE 4</b>
<b>SALARY:</b>	<b>£18,065 to £18.795 (FTE)</b>
<b>RESPONSIBLE TO:</b>	<b>LEAD TEACHER OF CHRISTIAN DISTINCTIVNESS</b>

### JOB PURPOSE

The Christian Youth Worker will be responsible for planning, delivering and engaging students in distinctively Christian initiatives and events. They will do this working alongside a team including teaching staff and other youth workers. They will take responsibility for leading worship and engaging with the Church of England's liturgical calendar in order to lead whole school services. They will provide a complimentary service to that already given by existing mentors, teachers and pastoral staff. The Christian Youth Worker will provide support for pastoral care and will work alongside the Enrichment Team to raise academic achievement and address the needs of students across all abilities and backgrounds. The Christian Youth Worker will create a supportive environment to enable students to explore and develop their spirituality and faith. They will also offer an extra-curricular programme which may include breakfast clubs, lunch-clubs and after-school clubs.

### GENERAL RESPONSIBILITIES

1. Support the overall Christian ethos of the Trust.
2. Be aware of and comply with Trust policies and procedures including but not exhaustive of:
  - Acceptable Use of IT Policy
  - Code of Conduct
  - Extremism & Radicalisation Policy
  - Health, Safety and Security Policy & Guidance
  - Keeping Children Safe in Education (Part 1) Guidance
  - Safeguarding Policy and Training Slides
  - Whistleblowing Policy
  - IT Pack including Acceptable Use Statement
  - Health, Wellbeing and Benefits Policy
  - Finance Policy
3. Be aware of and support difference and ensure equal opportunities for all.
4. Contribute to the overall aims of the Trust and Academy Improvement Plans
5. To develop and implement own professional development and skills
6. To behave in a manner that is professional, friendly, fair with students and colleagues demonstrating and role modelling politeness and respectfulness
7. To demonstrate an excellent record of attendance and punctuality.
8. Work cooperatively as part of the Trust wide staff team
9. Undertaking any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.

### SPECIFIC RESPONSIBILITIES

- Contribute to the overall spiritual growth of our students
- Help students to engage with and explore the Christian faith
- Uphold the Church of England's beliefs and practices when delivering worship and teaching
- Contribute to the academic and personal areas of development for individual students and the school as a whole
- Under the guidance of the Lead Teacher for Christian Distinctiveness, co-ordinate acts of worship, booking speakers and providing support for members of staff in delivery

- Produce plans for acts of worship and form-time worship
- Research and facilitate the use of modern, relevant music in acts of worship
- Support tutors in form groups, leading prayers and resources
- Support the extra-curricular programme and enrichment activities by co-ordinating activities including the preparation, administration, communications and supervision
- Take a responsibility for teaching Christianity using resources such as ALPHA
- Assist in undertaking larger enrichment activities eg. Residential trips, visits, special events
- Provide support to individual and small groups of students from a coaching, mentoring and guiding perspective
- Establish and maintain working relationships with students to identify issues early in order to be proactive in problem solving
- Promote positive behaviour strategies which support student engagement and involvement in school life and values
- Promote and reinforce self-esteem of the students
- Work closely with local community and business mentors to support student engagement in out of school enrichment activities within the community
- Arrange and participate in charity fundraising activities
- Have full knowledge and appreciation of a range of activities, courses, opportunities, organisations that students can access for further support
- Provide insight, information and help in developing understanding of the religious backgrounds of the students
- Attend parents evenings, open evenings and induction evenings where appropriate
- Maintain and safeguard the confidential nature of student issues within school/with teachers/within the home
- Develop and maintain effective working relationships with students, teachers, parent and external agencies where required
- Engage with local Churches for support in embedding the Christian life at Bluecoat

## STAFF CONDUCT

- All employees are expected to familiarise themselves and follow the Trust vision and ethos during their working lives with Archway Learning Trust.
- We are professional people and expect professional conduct (behaviour and language) based on mutual respect, good manners, politeness and common courtesies for all members of our community. We expect that at all times employees behave in a manner that role models positive behaviours for our students to follow.
- Physical violence, verbal abuse and swearing are unacceptable and not tolerated.
- Employees are expected to maintain a professional relationship with students.
- Staff will be fully supported by the Trust at all times in carrying out the behaviour policy.

## DRESS CODE

- The Trust expect staff to wear professional business dress mirroring our high expectations of our student dress code.
- Some functions within the Trust are required to wear uniform that will be supplied by the Trust.
- When working in the kitchens or any food outlet at the Trust, staff are expected to wear full protective clothing at all times.

**PERSON SPECIFICATION – CHRISTIAN YOUTH WORKER**

	ESSENTIAL	DESIRABLE
<b>EDUCATION &amp; TRAINING</b>		
GCE A level or equivalent Level 3 qualifications		*
Experience of youth work, mentoring, one-to-one coaching or counselling	*	
Previous experience of working within an educational setting		*
Active commitment to the Christian faith	*	
<b>EXPERIENCE</b>		
Experience of working in education sector		*
Ability to work in collaborative partnership with the full range of people associated with the School - staff, parents, governors, community, business, Diocese and LA.	*	
Experience of working in a diverse, faith community which aims to be inclusive of all present		*
<b>KNOWLEDGE</b>		
Knowledge of and ability to work effectively and network with a wide range of supporting services and organisations in the voluntary, public and private sectors.	*	
Ability to identify potential barriers to learning and develop learning and coaching strategies to overcome these barriers	*	
Ability to engage in joint target-setting with the individual	*	
Knowledge of key Christian teachings and how these would be spoken about in a school context		*
<b>PROFESSIONAL SKILLS</b>		
An ability to role model expected behaviours to the pupils that you are working with	*	
Well-developed mentoring, coaching and communication skills.		*
Show initiative, confidence, independence and flexibility	*	
Show a willingness to alongside tutors	*	
Excellent organisational skills with a willingness to respond positively to changing circumstances and manage conflicting circumstances.	*	
<b>PERSONAL QUALITIES</b>		
Tact, sensitivity, integrity, good judgement, and a sense of humour	*	
Confidence, independence and flexibility	*	
A willingness to contribute to the extra-curricular programme	*	
Demonstrate identity with the important Christian values of the established Trust and its religious foundation	*	
<b>Suitability to work with children</b> Enhanced DBS	Undertaken on appointment	