



Consilium  
Evolve

*Enriching Lives, Inspiring Ambitions*

# RECRUITMENT PACK

Associate Tutor: Therapeutic Lead



Consilium  
Academies

*Enriching Lives, Inspiring Ambitions*

# Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of Associate Tutor: Therapeutic Lead at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through our values of:

- Partnerships
- Opportunity
- Integrity
- Excellence
- Equity
- Being people-centred

We recognise the unique value of each individual, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

Our focus on being people-centred extends to providing exceptional professional development for all members of our Trust, including teaching and support staff. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for life long learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed. We also value our stakeholders as partners in our collaborative efforts with the communities we serve.

Consilium Academies is currently undergoing significant development with numerous opportunities for all staff. Joining us now presents an exciting prospect for professional and personal growth.



Michael McCarthy

Chief Executive of Consilium Academies

# Welcome from Headteacher

***‘Consilium Evolve is a life-changing school for many of the pupils who attend’.***

***Ofsted Sept 2023***

Welcome to Consilium Evolve.

As Headteacher of Consilium Evolve, it gives me the great privilege and pleasure of welcoming you to our school.

Consilium Evolve is a specialist Alternative Provision Academy which caters for secondary age students who experience emotionally based school avoidance. But our academy is so much more than that. We nurture each student to encourage them to take their place in the world, whatever that might be, despite any barriers they have encountered.

We want Evolve to be a physically and emotionally safe and secure place for our students, so that they feel able to improve their previous school attendance. Our curriculum is delivered in a way that encourages students to be brave and creative in their learning and achieve well. Our academy is a calm and supportive environment underpinned by strong and respectful relationships between staff, students, and their families.

**Mr R Bell**

Headteacher



## About the Academy

Consilium Evolve is an Alternative Provision Academy which caters for secondary age students who experience emotionally based school avoidance. As such, we focus on the wellbeing of our students which then allows them to achieve.

### A Culture of Excellence.

Our school builds a cultures of respect, responsibility, courage, and kindness, where students and adults are committed to the quality of their craft and are brave in new challenges.

All members of our community ensure that each student is **known** and **cared** for, student leadership is nurtured, and contributions to the school and world are celebrated. Students and staff are supported to do better work and be better people than they thought possible.

### Classroom Lens

Our classrooms are alive with **discovery, inquiry, critical thinking, problem solving, and collaboration**. Teachers talk less. Students talk (and think) more. Lessons have an explicit purpose, guided by learning targets for which students take ownership and responsibility, to bring out the best in them.

Our approach to curriculum makes standards come alive for students by connecting learning to real-world issues and needs. Academically rigorous, project-based learning expeditions, case studies, projects, fieldwork, and service learning inspire students to think and work as professionals, contributing high-quality work to authentic audiences beyond the classroom.

### Show up and Be Seen,

At a very basic level we are built for love and belonging, human connection and learning. It is our job as practitioners to ensure our 'Lens' is truly focused on how our practices meet the needs our community. By bringing our best self (showing up), as practitioners, we will work rigorously to understand the mechanisms necessary to allow our students to thrive. Our students will learn to 'Be Seen', developing personal confidence, and the ability to take autonomy over their future steps.

### Our Leadership

Leadership in our school goes beyond a single person or team; it's a role and expectation for all.

Leaders build a cohesive school vision focused on student achievement and continuous improvement. They align all school activities with that vision. Leaders use data wisely, boldly shaping school structures to best meet student needs, celebrate joy in learning, and build a school-wide culture of trust and collaboration.

At Consilium Evolve we are ambitious for all our students and staff, and we look forward to welcoming you to our school.

# About the Trust

## The Consilium Mission

*"Enriching Lives, Inspiring Ambitions"*

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Interim Chief Executive, Tracey Greenough. The team provide direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

## **WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:**

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 34 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Vivup. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent CPD offer for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations

# About the Role

**Job Title:** Associate Tutor Therapeutic Lead

**Start date:** To be agreed.

**Hours:** 36 hour per week, term time plus 4 week

**Contract:** Permanent

**Salary:** NJC Grade 6, points 13-17 (Actual Salary: £25,632 - £27,442)

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Do you have the drive, passion and commitment to deliver outstanding support? This is an opportunity to join a dedicated team of staff at Evolve Academy, part of Consilium Academies who are committed to providing the best possible education for our pupils.

We are looking for an experienced, friendly and hard-working Associate Tutor Therapeutic Lead to join our team.

We are looking for:

- An inclusive individual, with high expectations of their students, who is committed to maximising rates of progress and has innovative ideas to support all pupils
- Someone with a sense of humour, who understands the importance of developing a positive culture in our organisation.

If you feel you share our values, have the vision and drive for excellence and want to be part of an enthusiastic and dedicated team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

To apply please download and complete the attached application form. Please note we do not accept CV's. We ask that all completed application forms are sent to [evolveoffice@consilium-at.com](mailto:evolveoffice@consilium-at.com)

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

**The closing date for applications is Friday 10<sup>th</sup> May 2024 at 09:00 AM.**

**Interviews will take place Week Commencing 20<sup>th</sup> May.**

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

In accordance with our statutory obligations under Keeping Children Safe in Education Consilium Academies is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which Consilium Academies might want to explore with you. Further information on online searches can be found in paragraph 221 of Keeping Children Safe in Education.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English.

*Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.*

## Job Description

Job Title:	Associate Tutor Therapeutic Pathways at Consilium Evolve
Reports to:	SENDCO
Based at:	Consilium Evolve
Grade:	Grade 6

### Main purpose of the Role

The Therapeutic Lead will work closely with the SENDCO and Counsellor to provide timely and effective therapeutic interventions to support the students in Evolve.

This will cover everything from:

- Development of the therapeutic offer
- Monitoring and actioning student's emotional progress
- one to one sessions
- Some small group work of a therapeutic nature
- Attendance support
- Positive communication and relationship building with families
- identification of needs working with the teachers and the SENDCO
- in lesson one to one support
- Break and Lunch duties

### Core Responsibilities & Tasks

The Associate Tutor for Therapeutic Pathways will

- Work closely with the SENDCO and / or Counsellor to identify students' SEMH needs
- Have experience and skills in assessing a range of SEMH needs
- Set up and run individual / small group interventions
- Track and monitor the effectiveness of interventions
- Liaise with the SENDCO and outside agencies to secure additional support for students
- Contribute to the support plans for students
- Hold supportive therapeutic sessions for parents / carers if necessary.
- Be a reflective practitioner using quality assurance and performance management feedback to improve your own practice.
- Support the operational running of the academy by undertaking supervision duties.
- Assisting with display work and create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.
- Assist with planning of learning activities and support pupils to achieve learning goals.
- Monitor the response of pupils to learning activities and record achievements/progress as directed.
- Promote good pupil behaviour, dealing with incidents in line with School Policy and encourage pupils to take responsibility for their own behaviour.
- To be responsible for keeping and updating records as agreed with the teacher, through the monitoring and evaluation of pupil's responses to learning activities through observation of achievement against pre-determined learning objectives.
- Undertake structured and agreed learning activities/teaching programmes, adjusting activities according to pupil's responses/needs.

- Administer routine tests and invigilate exams, and accurately record achievement and progress.

### **Supporting Students and Families**

- Be a visible presence around the Academy promoting and modelling positive communication / behaviour and ensuring the smooth running of the academy day.
- Build effective relationships with students, parents and carers sharing information regarding pupils' achievement, behaviour and emotional well-being
- Model creativity, integrity and resilience, with a mindful view of his/ her own wellbeing and that of those around them.
- Support pupils and their parents and carers to make the most of the educational and other relevant opportunities available to them
- Liaise effectively with the SENDCO and signpost to other agencies when necessary, for example, social care, EPs, YOT, CAMHS etc.)
- Assist with the development and implementation of individual Education/Behaviour Plans and Personal Care Programmes.
- Promote inclusion and acceptance of all pupils.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to pupils in relation to progress and achievements under guidance of the teacher.

### **Systems and Processes**

- Maintain effective and confidential records of interventions
- Contribute to the accurate and appropriate use and maintenance of up-to-date record systems including those related to attendance, behaviour, progress and learning etc.
- Carry out your duties in line with the Trust's policies, procedures and relevant legislation.
- Promote and actively support the school's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have.
- Take reasonable care of the health and safety of yourself, other persons and resources whilst at work

### **Corporate Responsibilities**

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues

### **Additional Notes**

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.



<b>Person Specification</b>		
<b>Qualifications and CPD</b>	<b>Essential</b>	<b>Desirable</b>
Level 2 Mathematics and English or equivalent	X	
A Levels of equivalent		X
Evidence of further CPD relevant to the post		X
<b>Experience, Knowledge and Skills</b>	<b>Essential</b>	<b>Desirable</b>
Evidence of successfully supporting students with SEMH needs with their learning	X	
Effective and systematic approach to managing student behaviour using clear boundaries	X	
Knowledge and experience of working restoratively	X	
Experience of working collaboratively with others and co-planning interventions		X
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs.	X	
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD.	X	
Knowledge, skills and understanding of the impact of SEMH and trauma on students' learning and behaviour, and successful strategies to overcome learning barriers		X
An understanding of expeditionary learning or project-based learning.	X	
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups	X	
<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Personal and professional resilience in the face of challenging situations.	X	
Self-motivated, productive, diligent and thorough.	X	
Commitment to own personal and professional development and that of all staff.	X	
Commitment to best practice in the safeguarding of vulnerable young people.	X	
A professional commitment to promoting inclusion, diversity and access for all students	X	
Empathy with the needs of students	X	
Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, external agencies and the wider school community.	X	
A commitment to the vision, values, aims and objectives of Consilium Trust	X	
<b>English Fluency</b>		
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	X	
Passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.		X