



Coritani Academy

Application Pack

“Inspiring excellence in achievement”

Do you want to work at a school that really makes a difference to children’s lives? To be part of a school with very small class sizes, where trust and human relationships are central to all that we do? To belong to a school where the curriculum is built for each individual child and children are made to feel safe and valued? To be challenged and feel a sense of fulfilment every day? To inspire a small group of SEMH students and to be inspired?

If this sounds like the place for you then come and join us at Coritani Academy.

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Coritani Mindset

We believe everyone at the Academy can make a positive difference to our lives if we all work together to continually develop the Coritani Mindset. These values underpin all the work of staff and students at the Academy.

<h1>Inspire Excellence</h1>  <p>Excellence is an idea, a mindset, a standard, a way of being. Be excellent in all that you do and expect the same of others.</p>		
<h2>Coritani Mindset</h2>		
<h3>Safe</h3> <p>Make positive choices. Do the right thing. Everyone has the right to be safe. Make sure you play your part in making this happen</p>	<h3>Respectful</h3> <p>Be kind, be courteous, look after everyone, make other people's lives better through your own actions.</p>	<h3>Ready</h3> <p>Be on time, be prepared and be engaged with all your heart in all that you do – and thrive!</p>



About us

Coritani Academy is a small setting that offers academic qualifications to students who may find learning difficult in mainstream school. We deliver a learning experience for students that is truly unique and tailored to the needs of the individual child. Our staff are open and caring and have a passion and desire to ensure that students achieve excellent outcomes at the end of their time with us.

The Academy offers a safe and welcoming environment for students. Low admission numbers mean that we can offer one to one and small group learning that is truly matched to individual need. Class sizes at the Academy are a maximum of 8 students at Key stage 3 /4 and a maximum of 5 at Key stage 2.

Our belief is that students will thrive when they feel safe and supported within their surroundings and once we have this right the best start in life we can give them is a good set of academic results.

Our Academy boasts results well above the national averages for similar alternative Academies and in some cases for mainstream schools. Our recent OFSTED rated us as Good with outstanding Personal Development and Well Being, Outcomes and Leadership. We have an excellent track record of re-engaging students in education and ensuring they achieve excellent results that allow them to move on to their next steps in life.

Our students are proud of their school and those who have left to go onto successful placements at college, school sixth forms or back into mainstream school continue to visit and contact the school into their adult lives.

Coritani Academy is part of Isle Education Trust (IET) which is a multi-academy trust and includes Epworth Primary Academy and South Axholme Academy.

Aims of the Academy

Our Academy works with local schools and local authorities to ensure that students who cannot thrive in a mainstream school environment have a quality educational alternative. We believe that every young person should have the opportunity to succeed by being motivated and inspired.

Our aim is to provide students with quality education and support, to meet their personalised learning need and ensure that they develop into responsible members of their communities.



Objectives of the Academy

- To provide support to students to help them re-engage with education
- To provide a safe and inspiring environment in which students can develop into responsible adults
- To ensure all our students have access to the same opportunities as their peers in mainstream schools through a broad and balanced curriculum

Location

The Academy is situated in the centre of Scunthorpe. Doncaster, Hull, Leeds, Sheffield, York, Lincoln and Nottingham are all one hour, or less, drive away.

Curriculum

Key stage 2 students follow a bespoke nurture curriculum based around their needs. Core skills in literacy, numeracy science and ICT delivered alongside thematic learning covering PSHRE and foundation subjects.

Key Stage 3 students follow a nurture curriculum based on developing skills in the core subjects. All students will work towards completing GCSEs in English, mathematics and science.

In Key stage 4 students follow a core curriculum of English, mathematics, science, personal and social education, careers education and employability skills to prepare them for the next steps in their lives.

Further additional GCSEs and Post 16 qualifications are delivered to match current school option choices and student's individual needs. Students have the opportunity to participate in engaging work related learning and work experience activities.

All students have access to mentors and support from additional services as required to meet their individual needs.

The School Day

The school opens for staff at 8:20am and students arrive between 8:45am and 9:15am. Students have a 30-minute lunch break and the day ends at 2:30pm. Staff complete joint PPA and training from 2:30pm until 3:30pm each day. In addition, staff meet formally once a week and are involved in a full programme of CPD.

Staff are given generous PPA time within the Academy day and most complete planning and marking within these working hours.



Staff involvement

The small school structure of the Academy is such that every member of staff and often students are invited to participate in policy-making though the final decisions must rest with the Principal who is responsible to Governors for the conduct and curriculum of the Academy. Nevertheless, consultation is real and most decisions are arrived at by discussion and an exchange of opinions. Such a consultative decision-making process can only work effectively if all staff accept the personal responsibilities this brings.

The demands on staff are considerable; in the classroom, in preparation, in marking, in attending meetings, in CPD work, in out-of-school activities and in parent-teacher contact, however, it is a rewarding job that presents staff with many opportunities which in turn brings great benefit to the Academy and to the teachers themselves as professionals.

Staff support and CPD

All staff at Coritani are given the opportunity to be involved in CPD that will prepare them for the next stage in their development. Through our links with IET, staff have access to NPQML, NQPSL, NPQH, Aspirant Headteachers, opportunities to apply to be an SLE or LLE through our work with Learners First and Partners in Learning amongst others.

Regular training sessions are held across the trust to support Teaching and Learning and staff have access to subject specific support networks across the Trust.

Our Students

Coritani offers places to students who cannot access mainstream education for a variety of social and emotional reasons. All students are on the SEN Code of Practice and a growing number have full EHCPs. A significant proportion of students are Pupil Premium, Looked After and/or on the Child Protection Register.

Attendance levels on referral are generally significantly below average; those with previously poor attendance improve rapidly during their time in the Academy. Student mobility is high with students spending varying amounts of time with us ranging from a couple of weeks to over 2 years.

Students at Coritani come from across the region including Doncaster, Hull and Grimsby as well as North Lincolnshire

Adult Visible Consistent Behaviours at Coritani

At Coritani we will ALL be **visibly** consistent in:

- Greeting people when we see them in and around the Academy
- Dealing with negative issues privately – praising publicly



- Remaining positive and enthusiastic when dealing with students
- Audibly using the 3 rules when dealing with student behaviour

We will not:

- Shout at people or raise voices to deal with behaviour except in an emergency
- Belittle students or use sarcasm or humour inappropriately or in a way that potentially causes offence
- Openly discuss students or adults where others can hear

We will be consistent in:

- Rebuilding relationships when incidents have occurred
- Being compassionate with people
- Being kind and polite
- Listening to people
- Helping colleagues and working as a team

What our students say:

“Whilst I have been at Coritani I’ve felt like part of a community and part of a family. I have felt welcome at school for the first time in my life. Everyone has helped me build my confidence and mingle with children my own age. And to make friends with everyone here. My head knows that it is time for me to leave but my heart wishes I could stay forever. I have thoroughly enjoyed my time here and wish everyone who comes here, and everyone who will come here in the future, the best of luck.”

Josh, Year 9, on his successful return to mainstream school.

“I like Coritani because they have helped me and the environment feels like a normal school with small groups”

“Staff treat students with respect, Students treat staff with respect”

“On my first day they made me feel welcome. The school is nice and very friendly”

“A better school 😊”

“We have small groups and it is easier to make friends”

“Coritani has helped me to become more confident”

“My teachers understand me”



Person Specification:

We are looking for someone who:

- is passionate about making sure the most vulnerable students succeed in life
- believes all students can succeed given a safe and nurturing environment
- believes in a small school approach with the use of Empathy and Unconditional Positive Regard for all
- is a champion of diversity
- wants the most vulnerable students to receive the best quality curriculum and teaching and learning
- can develop close partnerships with students and parents
- puts student voice at the heart of development
- is positive with students and staff despite any challenges or adversity
- believes in Restorative Practice over sanctions
- wants to work as part of a small but talented team
- wants to develop themselves professionally with the CPD support of a wider Trust team and Teaching School Alliances
- is capable of delivering differentiated learning to very small groups
- Is flexible in their approach to the delivery of an inspiring curriculum



Job Description

Job Title	Key Stage 2 Nurture Teacher	Post Number	N/A
Salary	MPS /UPS	Closing Date	9am Friday 4 th February 2022
Type of contract	Permanent from February 2022	Interview Date	Wednesday 8 th February 2022
Location	Coritani Academy, Scunthorpe		

The role will require the successful applicant to:

Teaching and Learning

- To develop, plan and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students
- To facilitate and encourage a learning experience which provides all students with the opportunity to achieve their individual potential
- Promote students' spiritual, moral, social and cultural development in the planning and delivery of lessons
- Make use of information concerning progress and prior attainment to set appropriate and demanding expectations for students' learning and motivation
- Provide targeted support for students within teaching groups who have special educational needs and/or for whom English is an Additional Language
- Liaise with the SENDCo and teacher responsible for EAL as appropriate regarding students causing concern
- Use a range of appropriate strategies for teaching and classroom management that engage students and stimulate intellectual curiosity, creating a thirst for learning through the effective use of questioning, clear presentation, good use of resources and high quality feedback



- Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
- Assess how well learning objectives have been achieved and use this assessment to inform teaching
- Attend all staff meetings
- Contribute to the development of appropriate syllabuses, resources, schemes of work, approaches to assessment and feedback to students, and teaching and learning strategies.
- Undertake research and development of new initiatives in mathematics and the wider curriculum.

Assessment, Recording and Reporting

- Set, mark and monitor students' class work and homework in accordance with the Academy and departmental marking policies
- Involve students in self-assessment within the subject
- Record and report on students' progress as outlined in the Academy and departmental assessment policies
- Produce written reports in line with the Academy and departmental reporting policies
- Meet Academy deadlines for recording and reporting
- Attend all parents' evenings relevant to classes which you teach or part teach
- Communicate effectively with the parents/carers of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the Academy

ALL ACADEMY STAFF WILL:

- Work with all students ensuring equality of opportunity for all.
- Take responsibility for Safety and Welfare of all students. Raising any concerns following the Academy protocols and procedures.
- Work proactively and effectively in partnership with all stakeholders.
- Comply with Health and Safety and all legal requirements.

- Carry out a share of statutory supervisory duties.
- Maintain first aid supplies courses and procedures.



- Treat students with dignity and building relationships rooted in mutual respect and at all times observing proper boundaries appropriate to the professional position
- Participate in CPD relevant to the role.
- Assist with the supervision of pupils out of lesson times, including before and after school and at lunchtimes
- Accompany teaching staff and pupils on visits, trips and out of school activities as required.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and Numeracy.
- Participate in arrangements for examinations and assessments.
- Take an active role in promoting good behaviour in and around the Academy.
- Ensure that students adhere to the uniform code and apply sanctions when this code is breached.
- Develop an Academy learner mind-set – the attitudes, skills and learning habits needed to become an inspired confident and independent learner.
- Be a positive role model and demonstrate consistently and effectively the positive attitudes values and behaviour which are expected of students.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Make a positive contribution to the wider life and ethos of the Academy.
- Regularly review the impact of your work and its impact on students' progress, attainment and well-being. Refining your approaches where necessary and responding to advice and feedback from colleagues
- Proactively participate with arrangements made in accordance with the Appraisal Policy
- To have professional regard for the practice, ethos and policies of the Academy and maintain high standards in your own attendance and punctuality.
- Carry out all relevant tasks required by the Principal or line manager.



Application Process



An application form can be found on our website at Isle Education Trust or online at TES.com.

<https://www.isleeducationtrust.co.uk/IET/vacancies/vacancies.php>

Receipt of early applications from candidates with the appropriate experience, qualifications and personal qualities may result in an early interview being offered.

If you would like further information about this vacancy or wish to have an informal discussion with a member of our leadership team, please contact Nicky Pearson on 01724 278668

Isle Education Trust promotes equality of opportunity and welcomes applications from all sectors of society.

This educational establishment is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All posts at Isle Education Trust are subject to an Enhanced Disclosure and Barring check.