



Consilium  
Academies

# BUILD YOUR DREAM CAREER

Join our Team!



## RECRUITMENT PACK

**Graduate Tutor**

Central Office, Manchester or North East

EXCELLENCE AND EQUITY WITH INTEGRITY



Dear Candidate,

Thank you for your interest in the position of Graduate Tutor at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity.

We recognise the unique value of everyone, 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.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. 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 lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to 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 look forward to your application, thank you for your interest in joining the Consilium family.

Mr Michael McCarthy  
Chief Executive Officer of Consilium Academies.



Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equity with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

## Our Key Areas of Focus:

- **Expert Knowledge:** We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.
- **Ambitious Curriculum:** Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equity, Diversity, and Inclusion throughout.
- **Effective Pedagogy:** Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.
- **Purposeful Practice:** We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.
- **Rigorous Assessment & Intervention:** We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.
- **Rich Culture:** Guided by Excellence, Equity, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development.

Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

# BENEFITS



As a Trust, we want our staff to feel supported and valued. Whether you are a teacher or member of the support team, we want your work to have a positive impact on your health and wellbeing.



A CONTRIBUTORY PENSION SCHEME, MEANING WE'LL SAVE TOGETHER

34 DAYS ANNUAL LEAVE + BANK HOLIDAYS FOR SUPPORT STAFF (PRO-RATED FOR PART-TIME) & 36 HOUR WORKING WEEK FOR FULL-TIME SUPPORT STAFF



EMPLOYEE ASSISTANCE PROGRAM WITH ACCESS TO COUNSELLING AND CBT 24 HOURS A DAY, 7 DAYS A WEEK

A CPD OFFER FOR EVERY MEMBER OF STAFF; TO HELP YOU PERFORM AS WELL AS YOU CAN IN YOUR ROLE, TO HELP YOU REACH YOUR CAREER ASPIRATION



FREE MEMBERSHIP TO VIVUP. WITH HUNDREDS OF EXCLUSIVE OFFERS AND DISCOUNTS AVAILABLE ONLINE AND IN STORE.

ACCESS TO THE LEADING HOME ELECTRONICS LEASE SCHEME, EXCLUSIVE TO PUBLIC SECTOR EMPLOYEES



ENHANCED CONTRACTUAL SICK PAY IN LINE WITH THE BURGUNDY BOOK AND GREEN BOOK, PROTECTING YOU AND YOUR FAMILY

AUTOMATIC PAY PROGRESSION FOR ALL STAFF IN LINE WITH THEIR CURRENT GRADING STRUCTURE



# JOB DESCRIPTION



<b>JOB TITLE:</b>	Graduate Tutor
<b>REPORTS TO:</b>	Executive Director of Education
<b>BASED AT:</b>	Consilium Central Office NW/NE with travel to schools
<b>CONTRACT:</b>	Fixed term until 31 <sup>st</sup> August 2026
<b>WORKING PATTERN:</b>	Casual, zero hours
<b>ACTUAL SALARY:</b>	£16.62 - £17.84 per hour
<b>MAIN PURPOSE OF THE ROLE</b>	
To provide targeted, high-quality academic support to students across Consilium Academies, helping them to close learning gaps, build confidence, and achieve their full potential.	
<b>CORE RESPONSIBILITIES &amp; TASKS</b>	
<ul style="list-style-type: none"> <li>• Deliver engaging and effective tutoring sessions to individuals and small groups (1–10 students), both online and in person.</li> <li>• Support students—particularly those who are disadvantaged or underachieving—to make measurable progress.</li> <li>• Work collaboratively with subject leads and teaching staff to plan, tailor, and adapt sessions to suit student needs.</li> <li>• Monitor and record student attendance, engagement, and progress; provide feedback to teaching staff as required.</li> <li>• Maintain high standards of safeguarding, professionalism, and confidentiality at all times.</li> <li>• Attend training sessions, meetings, and professional development opportunities as required.</li> <li>• Use ICT effectively to plan, deliver, and record tutoring sessions (Microsoft Suite proficiency desirable).</li> <li>• Uphold the values and ethos of Consilium Academies, promoting inclusivity and equal opportunities.</li> </ul>	
<b>CORPORATE RESPONSIBILITIES</b>	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust.</li> <li>• To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues</li> </ul>	
<b>ADDITIONAL NOTES</b>	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• An Enhanced DBS Check will be requested on successful application to a position at the Trust.</li> </ul>	

# PERSON SPECIFICATION



Training and Qualifications	Essential	Desirable
Degree educated or currently studying at university in Maths, English, Science of Humanities	Y	
Additional tutoring or teacher-related qualifications		Y
Skills and Knowledge	Essential	Desirable
Strong subject knowledge in one or more core curriculum areas.	Y	
Excellent communication and interpersonal skills.	Y	
Competent with ICT tools for learning delivery (e.g., Microsoft Teams, Word, PowerPoint).	Y	
Understanding of the UK school curriculum and assessment frameworks.		Y
Experience	Essential	Desirable
Experience supporting young people in an educational or mentoring capacity.	Y	
Previous tutoring or teaching experience (formal or informal).		Y
Personal Attributes	Essential	Desirable
Passionate about education and supporting student achievement.	Y	
Self-motivated, organised, and reliable.	Y	
Flexible and adaptable to meet student and school needs.	Y	
Committed to equality, inclusion, and safeguarding.	Y	
Interest in pursuing a career in teaching or education		Y