



Insignis
Academy Trust

CANDIDATE PACK



WELCOME FROM THE CEO

Dear Colleague

Thank you for your interest in a role for the Insignis Academy Trust. Our Trust currently consists of six schools in Buckinghamshire. They are Ashmead Combined School, Princes Risborough School, Sir Henry Floyd Grammar School, Sir William Ramsay School, The Kingsbrook School and The Mandeville School. Further schools are in the pipeline and our medium-term ambition is to be a trust of at least 10 schools.

As an academy sponsor, Insignis Academy Trust is focused on the quality of the educational experience it provides for its students. By joining a growing group of schools, you will have the opportunity to have an impact on how the wider network develops and to collaborate with our team to influence Insignis Academy Trust's ethos and processes.

Insignis is a Buckinghamshire Trust and we are committed to supporting the development of educational opportunities for children in the county. We support the community use of our schools and work in conjunction with Active in the Community, the Youth Sports Trust and Sports England on ensuring grassroots clubs have access to our facilities. We also are committed to the Opening School Facilities programme at all our schools.

Collaborate to Succeed

We are focused on delivering educational improvement in our schools, including providing the appropriate technology for staff and students to learn.

We are also committed to providing students with a rich programme of co-curricular activities. We currently have two specialist provisions at our schools, an Autism Spectrum Provision at Princes Risborough School and a Social and Emotional Mental Health provision at The Kingsbrook School. We are committed to supporting students with SEND across our Trust.

I look forward to receiving your application.

Yours Sincerely,

Garret Fay
Chief Executive Officer





Insignis - "remarkable" in Latin

Established in 2016, Insignis Academy Trust (IAT) has the primary objective of improving education.

IAT believes that all children should receive a fulfilling, aspirational and successful educational experience. As a Multi Academy Trust and an education charity IAT works locally with schools in Buckinghamshire and currently consists of six schools, Ashmead Combined School (ACS), Princes Risborough School (PRS), Sir Henry Floyd Grammar School (SHFGS), Sir William Ramsay School (SWRS), The Kingsbrook School (TKS) and The Mandeville School (TMS). The intention of IAT is to grow and collaborate with other schools and trusts to create a significant enhancement to the education of students locally.

The IAT motto is: Collaborate to Succeed

Our collective goal is for all IAT schools to be 'Remarkable' in their own right and support all our students to make the most of themselves and be well prepared, academically and personally, for their next steps in adult life, whichever path they choose.

The Trust is managed by a Board of Trustees who are responsible for strategic direction as outlined in the Strategic Plan and have financial accountability for the use of public funds within our educational remit. The Trust has a number of committees, which operate across the Trust and report directly to the Board.

Each school within the Trust has a Local Governing Body (LGB), which meets twice a term. The LGBs are committees of the Trust Board and work with the school leadership to support, challenge and improve pupil progress, academic outcomes, attendance, behaviour, safeguarding, and personal and social development of our students. Our LGBs also act as a key link for stakeholder engagement within our schools. They monitor the work of the school, ensuring it is providing high-quality education to students, and ensure that policies and guidelines set clear working parameters, including for the safeguarding of students.

The LGBs are informed and assisted by key members of each school's Senior Leadership Team, whilst also reserving the right to call on all members of staff to assist them in delivering the school's objectives.

**'Support of my colleagues
all across the school.'**

IAT Vision

- To provide an exceptional educational experience for young people

IAT Values

- A collective responsibility for the education and personal development of all students within the Trust.
- A fully inclusive approach, maximising the potential of every student in a nurturing and challenging educational environment.
- An ethos of life-long learning and personal development enabling students to gain life skills and academic qualifications.
- A culture of well-being and safeguarding to support staff and students to be 'remarkable'.



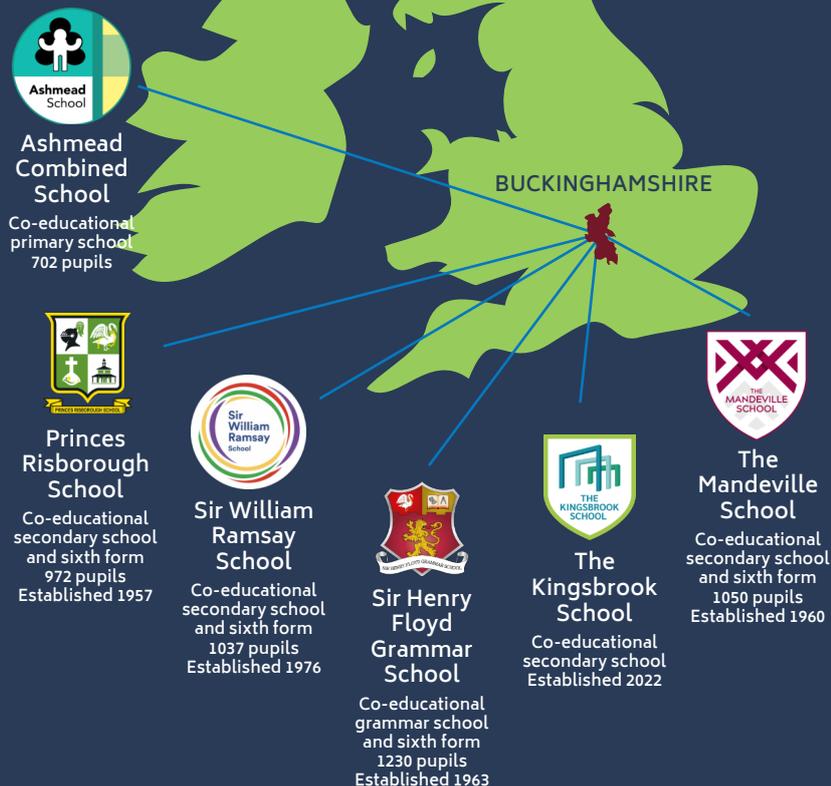
IAT Aims

- To strive for continuous improvement to enhance students' educational experiences.
- To develop collaborative approaches that enable our community to achieve remarkable outcomes.
- To be an exceptional educational employer.
- To drive school improvement at all our schools.
- To grow our Trust in a sustainable manner.
- To maintain strong and local governance across the Trust.

FUTURE GROWTH

Insignis Academy Trust aims to grow as a MAT, however, we are committed to growing in Buckinghamshire. Trustees have approved a Trust Growth Plan that would see us grow to 10 schools. We are committed to growing a Trust of both Primary and Secondary schools across the county.

Our Location



Collaborate to Succeed



The Kingsbrook School

At Insignis Academy Trust we are recruiting for a Raising Achievement Officer (Interventions Lead Outreach Officer) focussing specifically on positive behaviour support at The Kingsbrook School. Opened in September 2022 to 180 year 7 students, the school will grow by each year of entry until full in 2027-28. Located at the heart of the Kingsbrook Estate in Aylesbury, the school boasts state of the art facilities across the mainstream school and a purpose-built Inclusion Unit for children with additional Social, Emotional and Mental Health (SEMH) needs.

We are specifically seeking a practitioner with a specialist focus on Positive Behaviour Support (PBS). In this role, you will do more than manage behaviour; you will champion the development of character, restorative practice and trauma-informed care. You will conduct Functional Behaviour Analysis and design bespoke, evidence-based plans that prioritise students' sense of belonging. You will model strategies in the classroom to support colleagues to meet the needs of the students, and lead of data-driven reviews to ensure every intervention aligns with our students' EHCP outcomes.

As the Raising Achievement Officer (Interventions Lead Outreach Officer) you will have excellent inter-personal skills, work calmly under pressure and have strong problem-solving skills. Previous experience of working with children who require additional support to manage their behaviour, and/or children with SEND/SEMH needs is desirable.

You will work within the school to promote and improve student behaviour, particularly for students with additional educational needs and/or those who are more vulnerable. The primary role is to establish and implement an effective Reflection Room space to support children when they removed from lessons.

You will be responsible for the daily leadership of our Reflection Room. This is a space for intervention, growth, and restoration. When students are removed from lessons, your goal is to ensure that time is spent:

- Building self-worth: Helping pupils recognise their unique skills and talents.
- Developing Life-Skills: Arming students with the tools to navigate a rapidly shifting world.
- Nurturing Potential: Guiding every student to become the best version of themselves.

Key Responsibilities:

- Lead on character: Integrate our values into every interaction, ensuring students understand the weight of Resilience, Empathy, and Self-confidence.
- Deliver Powerful Interventions: Use a robust, well-rounded, and fun-filled approach to empower young people who are currently out of the traditional classroom setting.
- Bridge the Gap: Balance your work between classroom-based reflection and other activities to shape resilient and confident characters.
- Be an Inspirational Role Model: Work alongside teachers to create a powerful syllabus of character-based learning that helps students find their place and feel capable.

About You:

We are looking for a uniquely experienced professional who believes that character is caught, taught, and sought. You should be:

- An Empathetic Leader: Able to see the potential in a student even when they are having their most challenging day.
- A Robust Facilitator: Capable of running a structured, calm, and purposeful Reflection Room.
- A Character Champion: Passionate about enrichment and helping young people flourish in a challenging world.
- A Team Player: Ready to work with our highly-skilled team to shape the future of our pupils.
- It is essential that the person for this role is able to effectively record and analyse behaviour data and be comfortable liaising with parents, carers and external agencies. They must be organised, able to multitask and have a 'can do' approach to work, as no two days are the same.

For any enquiries relating to the position please contact the Trust's Human Resources Team, either by email recruitment@insignis.org.uk or by telephone 01296 744351, who will be happy to help.

We encourage and value candidates who have varied lived experiences and inclusive mindsets, either due to their engagements in the world or due to their protected characteristics (as set out in the Equalities Act 2010). We are committed to continued development of a community that is representative of the environment in which we work and in nurturing an equitable society.

Insignis Academy Trust operates rigorous 'safer recruitment' practices and the successful candidates will be required to undertake the completion of satisfactory checks including an enhanced DBS check, satisfactory references, medical report, confirmation of qualifications and documentation to prove Right to Work in the UK.

Insignis Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please note we reserve the right to close this vacancy earlier than the specified deadline if a suitable candidate is found.



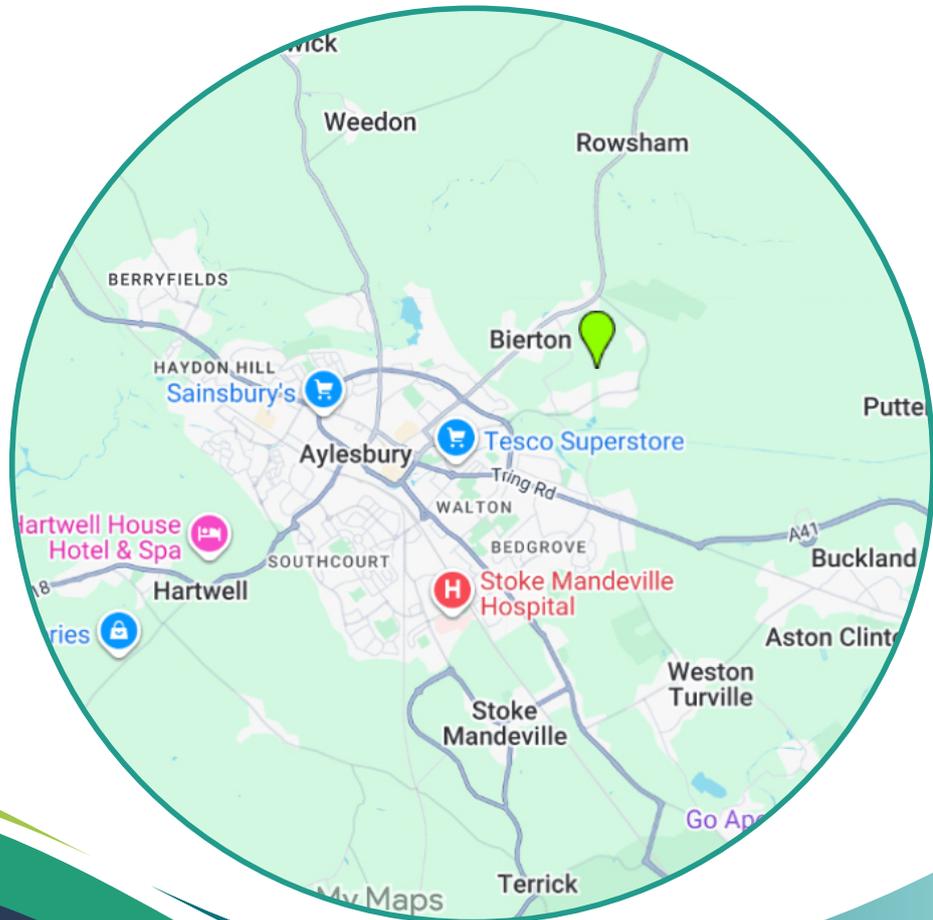
Ambition
Resilience
Confidence
Compassion

The Kingsbrook School
Armstrongs Fields
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HP22 7BR

www.kingsbrook.org.uk

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The Kingsbrook
School

JOB DESCRIPTION

Raising Achievement Officer (Intervention Lead Outreach Officer)

Designation of Post within School Structure

Pastoral SLT

RAO Administrator

RAO Interventions Lead Outreach Officer

This job description identifies the responsibilities attached to this post.

This job description is subject to amendment from time to time within the terms of the conditions of employment, as the needs of the school may require, but only to an extent consistent with those conditions of employment and after consultation with the post holder.

The Post

Raising Achievement Officer (Interventions Lead Outreach Officer) is a professional who works within an educational setting to promote and monitor student attendance.

Their primary role is to address issues related to student absences and ensure regular school attendance.

Role and Responsibilities

Attendance – working with the Senior Leadership to:

- Safeguard all students
- Support compliance with the regulations on attendance recording and reporting
- Oversight of attendance for EBSNA students – data input, first day calling, recording absence and parental phone calls on reasons for absence, admin of late book
- Coordinate first day calling, and call direction for EBSNA students
- Producing attendance reports and attendance interventions for key groups
- Be the nominated first point of contact for parents and carers open to outreach cases.
- Identify barriers to attendance and students who may be experiencing EBSNA in partnership with the attendance team
- Liaison with medical officer, tutors, RAO staff, Heads of Year and SLT on management of individual students.
- Acting as in-house 'Outreach Officer' on attendance matters – working with parents, carers and students to improve attendance of individuals, undertaking home visits, external meetings as required.
- Undertake responsibilities on leading on EBSNA within school and liaising with external professionals including the local authority.
- Represent the school in multi-agency meetings including STRAT meetings, where appropriate

- Creating and monitoring attendance plans for students.
- Facilitate training in EBSNA for staff parents & carers.

Working with students

- Mentoring Coordination & some mentoring of identified individuals
- Coordination of Buddy/Mentor Programmes
- Collating and delivering work for students on exclusion or long-term illness as required
- Provide support and structured nurture sessions
- Lead the nurture provision at the school in liaison with the SENCO addressing specific barriers for the students involved
- Management of key students reintegration and reintroduction to school
- Training to DSL level to be undertaken and lead DSL for individual students as required
- Training staff on key/emerging issues for young people

Communication/External agencies

- Liaise with HoYs, RAOs and attendance team as required Liaising with teaching, support and SLT staff as required
- Working with the EP, Social Care and SEND services
- Following CAMHs referral advice and building case studies for referral
- Liaising with external agencies such as County Attendance and Reintegration Teams, First Response, MASH, CAMHS, police, social care, family resilience team etc

Administration

Administration of attendance, attendance plans, parental contact, tracking and reporting, student data for key groups

Support with co-curricular provision and ensuring all students are attending trips and visits and clubs for key groups

Create relevant attendance plans for students,

Support families to access and attend parents' consultation evenings as required

Student voice administration

Production of relevant resources this may include working on Boxall assessments or EBSNA toolkits.

Tracking and monitoring

- Tracking student attendance, behaviour, progress and administering intervention for key group
- Monitoring impact of interventions for key groups

Events

- Organising seminars and workshops for parents and students
- Support families to access results days and admissions
- Support families to access Open Evenings
- Support families to access Parents' Evenings

*This is not an exhaustive list of duties and the Headteacher / Head of School retains the right to make reasonable requests of all staff.

Person Specification

All of the competencies outlined below will be evidenced in the application, during the interview and via references.

Quals, knowledge, experience	Essential	Desirable
'A' Level education and/or at least 3 years work experience at this level	✓	
GCSE English (min 'C' grade) or equivalent		✓
GCSE Maths (min 'C' grade) or equivalent		✓
GCSE's (min 'C' grades) or equivalent, in other subjects		✓
Ability to use ICT systems	✓	
Maintaining confidentiality and adhering to privacy regulations	✓	
Knowledge of using MIS systems or willingness to be trained on them		✓
Understanding and respecting diverse cultures, backgrounds, and family dynamics	✓	
Ability to comprehend data sets		✓
Familiarity with attendance policies, regulations, and legal requirements		✓
Familiarity with community resources and support services.		✓
Proficiency in using relevant technology tools		✓
Relevant Skills and Aptitudes		
Strong problem-solving skills	✓	
The ability to build positive relationships		✓
Empathy towards students and families	✓	
Strong verbal and written communication skills	✓	
Being well-organised	✓	
Resilience to deal with challenging situation	✓	
The ability to empower and motivate students and families	✓	
Being adaptable and flexible		✓
Good interpersonal skills		✓
Strong team orientation	✓	
Keen to further professional development skills	✓	
Willingness and ability to learn new software		✓
Ability to understand and support school vision	✓	



Benefits of working with IAT

Anytime Fitness



Anytime Fitness will offer a 10% discount for all Insignis staff. You will need to show your ID Badge in order to obtain your discount. (If you refer a friend then you will get a free month.) Please call Anytime Fitness in Aylesbury to discuss the benefit before arriving.

Visit: www.anytimefitness.co.uk/gyms/uk-0023/aylesbury-south-east-hp20-1ur/

Blue Light Card



Blue Light Card provides those in Education with discounts online and in-store. They offer a range of official discounts from large national retailers to local businesses in a wide range of categories including holidays, cars, days out, fashion, gifts, insurance, phones and much more.

Visit: <https://www.bluelightcard.co.uk/index.php>

Byond



We are a part of Byond, a prepaid debit card that comes packed with built-in discounts at high street stores, online retailers and supermarkets.

Visit: <https://byond.helpscoutdocs.com/article/375-article-title>

Cycle Scheme



We are a part of the Cycle Scheme, IAT staff are able to use salary sacrifice to purchase a bike or electric bike and accessories up to the value of £3500.00

Visit: www.cyclescheme.co.uk

Education Support



Our Employee Assistance Programme at IAT is provided by Education Support. This provides support for you and your family members covering a range of issues. This includes supporting staff and family members with wellbeing, health queries, bereavement and family issues including separation and divorce.

Visit: <https://www.educationsupport.org.uk/>



Extras Discount Scheme

We are part of the Extras Discount Scheme which offers IAT staff the opportunity to avail of discounts at a range of high street stores, online retailers and supermarkets.

Visit: <https://www.bhnextrashomeandtech.co.uk/extras>



Eye Care

All IAT staff can benefit from a reimbursement of their eye tests for up to the value of £25. Simply save your receipt and claim it through expenses, with the finance department.



Free Tea and Coffee

In conjunction with our catering provider we provide free tea and coffee for staff at our schools.



Nuffield Health

Nuffield Health will offer up to 30% off their memberships, both for monthly rolling contracts and annual contracts.

This offer is open to any school employee. You will need to show your ID Badge in order to obtain your discount. Please call Nuffield Health in Aylesbury to discuss the benefit before arriving.

Visit: www.nuffieldhealth.com/gyms/aylesbury



Specialist Glasses

If you need specialist glasses to carry out your specialist role in school, we may be able to help with the cost of specialist glasses. This may include glasses to support colour blindness, or prescriptive protective glasses.

Please contact HR for more information as this is assessed on staff's individual needs.



LGPS - Support Staff Pension

We formally register all non-teaching staff to the Local Government Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: www.lgpsmember.org



Teachers' Pension

We formally register all teaching staff to the Teachers' Pension Service. It is your choice whether you choose to opt out of the scheme. At IAT we strongly suggest you get independent advice before making this decision.

Visit: www.teacherspensions.co.uk



Tech Scheme

We are a part of TechScheme, in association with Currys. IAT staff are able to use salary sacrifice to purchase items from Currys for their home. Please note that there is a pension impact on this scheme.

Visit: www.techscheme.co.uk



Well Schools

The Well Schools Community has a vast collection of wellbeing tools and resources that are already being used in Well Schools across England.

Visit: www.well-school.org



Wycombe Lido

Fusion Lifestyle will offer Insignis Staff 10% off their top membership option. You will need to show your ID Badge in order to obtain your discount.

Please call Wycombe Lido in Aylesbury to discuss the benefit before arriving.

Visit: www.fusion-lifestyle.com/centres/wycombe-rye-lido/

CPD in IAT Schools

Each school within the IAT publishes a whole school CPD calendar. This will reflect IAT and school priorities.

Subject-specific CPD and CPD for pastoral teams will be embedded into meeting schedules, reflecting outcomes of self-evaluation and the needs of each team.

Applications to attend external CPD courses should be made at a school level, following the school's CPD application process. Priority will be given to external CPD that supports Trust, school and departmental priorities and performance management targets. The cost of the CPD course, the cover costs and cover implications will all be taken into account when applications for courses are considered.

Completing National Professional Qualifications (NPQs)

National Professional Qualifications (NPQs) are the most widely recognised qualifications in the education sector for current and aspiring leaders. Accredited by the DfE, NPQs provide training and support for teachers and leaders at all levels. NPQs are informed by the best available research and evidence endorsed by the Education Endowment Foundation.

There are a range of NPQ qualifications available, including:

- **Leading teacher development** – become a teacher educator and support teachers in your school to expand their skills.
- **Leading teaching** – lead the teaching and learning of a subject, year group or phase.
- **Leading behaviour and culture** – create a culture of good behaviour and high expectations where staff and pupils can succeed.

Wellbeing

At Insignis Academy Trust, we prioritize the well-being of our staff and students. We believe that a healthy and happy school environment is essential for fostering a positive learning experience. Our dedicated team works tirelessly to ensure that everyone feels supported and valued, creating a sense of community and belonging.

We understand the importance of mental health and well-being in the workplace. We provide various resources and support systems to help our staff maintain a healthy work-life balance.

By prioritizing well-being across the trust, we aim to create a positive and productive environment where everyone can thrive and reach their full potential.

For more information visit: <https://www.insignis.org.uk/Well-Being/>

- **Leading literacy** – teach and promote literacy across a whole school, year group, key stage or phase
- **Leading primary mathematics** – help your school use mastery approaches and teach maths effectively.
- **Senior leadership** – develop leadership expertise to improve outcomes for teachers and pupils.
- **Headship** – learn how to become an expert school leader and outstanding headteacher.
- **Executive leadership** – develop the expertise to run a multi-school organisation and effectively lead change and improvement.
- **Early years leadership** – manage your staff and organisation to provide high-quality early years education and care.

IAT schools will support teachers and leaders to complete NPQ qualifications, in line with Trust and School priorities, individual goals and upon recommendation by line managers. If any member of staff is interested in completing an NPQ, they should discuss it with their line manager. All applications for NPQs will need to be discussed by SLT and agreed by the Head of School or Headteacher and CEO of IAT.

Astra Teaching School Hub delivers a range of NPQ qualifications. Face-to-face sessions are delivered locally and provide opportunities for networking and collaboration with teachers and leaders from across Buckinghamshire schools and beyond. NPQ courses are delivered by a range of providers. Before registering for an NPQ, teachers and leaders should discuss the choice of provider with their line manager.



HOW TO APPLY

Making your application

Please click on the link below for further details on how to apply:

<https://www.insignis.org.uk/Vacancies/>

Contact

If you are interested in discussing the role or would like more information about the role please contact the IAT Recruitment team at:

recruitment@insignis.org.uk or

Telephone: 01296 744351.



Insignis
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FOR MORE INFORMATION

For more information about IAT please visit our website. If you are interested in other roles at the Central Team or at one of our schools, please contact our HR Team via email at: HR@insignis.org.uk

www.insignis.org.uk

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