



Teacher
Vega College





RECRUITMENT INFORMATION PACK

Contents

- CEO Letter
- Trust Vision, Value and Strategy
- Application Process
- Vacancy Advertisement
- Job Description
- Person Specification



May 2026

Dear Applicant,

Thank you for your interest in this exciting position as a Teacher at Vega College. The successful candidate will have the opportunity to have a positive impact on the lives of students across Doncaster. Within this application pack you will find a job description and person specification, as well as information on the Trust and how to apply.

Vega College is a model of provision for vulnerable learners within Doncaster which focuses on the skills and qualifications needed to support access to employment. It generates 'social value' joining up with wider opportunities, such as apprenticeships and pastoral support across the City. The College works with employers, skills providers, mentoring specialists and schools to create a strong 'work based' element to the provision.

The objective of the service provision is to allow students access to a flexible blend of provision whilst remaining on the roll of their school. The offer includes:

- Access to mainstream school curriculum for two days per week.
- Teaching of core GCSE subjects and PSHE
- Supported work experiences.
- Access to workplace mentoring and coaching
- Access to wider pastoral support facilitated by the team who co-ordinate the provision and liaise with schools, employers, skills providers and other agencies.

Each young person has a Personalised Learning Plan (PLP) tracking progress towards qualifications and supports entry to the workplace. The cohort will include young people with high levels of absence or exclusions or those who have been EHE or CME in Years 7-11.

The successful applicant will be assured of a well-considered induction to the Trust and support for your own professional development. Everyone within the Trust has a key role in achieving our aim of truly great students in truly great schools and our Trust values of PRIDE, AMBITION, INTEGRITY and RESPONSIBILITY are at the centre of all we do. You will join staff at a Trust who are positive, professional, friendly and have an absolute commitment to our young people.

We hope that you feel Leger Education Trust will be the right organisation for you and you intend to apply for the role. We believe that it is a great place to work and that you will find this role rewarding and enjoyable. We would encourage you to arrange a visit to meet all of the team.

Yours faithfully,

Adam Dale
CEO

Our Vision

Truly great students in truly great schools

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them to thrive.

Our Vision

Truly great students in truly great schools

Our vision is simple... we want to nurture all our students to be amazing young people who are ready to thrive and shape our world. Through excellent teaching, leadership, governance and parental support we will achieve this together and, as a result, have schools of which we can all be proud.

A truly great student in our Trust embodies each of our four values; they take pride in their actions, have high ambitions for themselves and others, take responsibility and demonstrate integrity in everything they do.

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive

To achieve our vision, we will provide all students in all our academies with a high-quality learning experience, every lesson, every day, which focuses on developing their unique character. The Trust culture will ensure that students are happy, safe, positive and the needs of every individual are met.

All students will have a voice in their education and their future. This experience will foster independence, a sense of community and an appreciation of sustainability and the environment in which they live.



Pride

We are the champions of our students, our Trust and our people

We do our best at all times and present ourselves positively and respectfully. We promote everything that is great, celebrate our schools and we believe in the contribution of every individual



Ambition

We challenge ourselves to innovate and do better every day

We set the highest of standards for ourselves and others and we are outward facing and life long learners. We genuinely show that we want the best for all and are always eager to embrace self development and improvement



Integrity

We operate with honesty, transparency, and serve our community

We have a clear moral awareness and appreciation of how our actions impact on those around us. We care for each other and promote altruistic behaviours



Responsibility

We act responsibly, take ownership for our actions and care for each other

We know how to achieve our goals and demonstrate the initiative and independence to reach them. We embrace challenges and persevere when things get difficult. We become role models for others whilst valuing and celebrating diversity



The Application Process

Further details about Leger Education Trust and Vega College can be found on the Trust website: www.legereducationtrust.com and also the X (Twitter) feed @LegerEdTrust and @CollegeVega

To complete an application please click on the link below (this will open up an online form via the 'My New Term' website):

<https://mynewterm.com/jobs/431579685/EDV-2026-VC-23178>

Shortlisted candidates will receive an email detailing the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Written references will be sought on all short-listed candidates before interview.

If you have any queries on any aspect of the application process or need additional information, please contact Vega College.

Key dates

Closing date for receipt of applications: 18.05.2026

Shortlisting will take place: 18.05.2026

Interviews will take place: 20.05.2026



TEACHER (Open to ECT's and candidates from Primary/Secondary background)

MPS/UPS subject to pay award

1 x Full time

Permanent

Leger Education Trust is a Multi-Academy Trust with sponsor status. Since its establishment in November 2018 the Trust has grown rapidly and now includes eight schools and an alternative provision in Doncaster.

'Truly great students in truly great schools' is the central vision of Leger Education Trust. We are dedicated to maximising the life chances of each and every student, focusing on students' health and well-being, character building and personal development.

Vega College is seeking to recruit a teacher who is an effective professional consistently delivering high quality teaching, demonstrating thorough curriculum knowledge, can assess effectively, and take responsibility for professional development and student achievement. We are looking for self-motivated individuals who enjoy a fast-paced environment, can use their initiative, and be a key part of the development of the provision.

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. This post is subject to an enhanced DBS check.

For further details and an application form please contact the follow the link below:

<https://mynewterm.com/jobs/431579685/EDV-2026-VC-23178>

Closing date for receipt of applications is

18th May at noon

Job Description

Job Title: Teacher

Grade and Salary: MPS/UPS subject to pay award

Hours of Work: Full time

Responsible to: Curriculum Lead, Vega College

Job Purpose: To plan and deliver engaging KS3 and KS4 lessons that support student progress, attainment, and a positive learning environment

Location: Vega College, Doncaster

Term: Permanent

The Role of the Teacher at Vega College is to:

- Secure and sustain good and outstanding teaching.
- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, meeting their progress and attainment targets.
- Take an active role in student integration/transition programmes as directed.
- Contribute to the development and maintenance of a broad and balanced curriculum and range of interventions, in accordance with the needs and circumstances of students.
- Actively liaise with inspectors, advisors, consultants and relevant outside agencies in ensuring the highest possible practices in teaching and learning.
- Ensure all Trust policies regarding the establishment and maintenance of high quality teaching and learning are fully implemented.

Responsibilities

Support for students

- Plan, prepare and deliver assigned programmes of teaching and learning or intervention activities to individuals or groups to support students in improving their behaviour.
- Assess the needs of students and use detailed knowledge and specialist skills to support students' learning.
- Develop and implement Personalised Learning Plans (PLP) for students
- Collaborate with external agencies to support students in changing/improving their behaviour.
- Establish respectful relationships with students and interact with them according to individual needs.
- Understand and support independent learning and inclusion of all students as required.
- Provide feedback to students in relation to progress and achievement
- Communicate regularly with parents to discuss their child's progress
- Promote good student behaviour, dealing promptly with conflict and incidents in line with the established policy and encourage students to take responsibility for their own behaviour.

Working with other Professionals

- Create and maintain a purposeful, orderly and supportive environment, in accordance with agreed programmes of work.
- Assess, record and report on development, progress and attainment through analysing data on a regular basis.
- Support the role of parents/carers in student learning and contribute to meetings with parents/carers to provide constructive feedback on progress, achievement, etc.
- Liaise with external agencies when required.



Other Duties

- The post holder will be subject to performance objectives agreed annually.
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Head of College.
- To take on any whole college initiative or responsibility that the Head of College may direct.

Person Specification

	Essential	Desirable	How Assessed
Qualifications:			
Degree	✓		Application form
Qualified Teacher Status	✓		Application form
Experienced in teaching in the primary phase, KS3 or KS4	✓		Application form
Experience:			
Significant and successful experience working with primary or secondary age students, with evidence of positive impact	✓		Application form and at interview
Experience in Alternative Provision or student Referral Unit		✓	Application form and at interview
Excellent commitment to attendance, punctuality and professionalism	✓		Application form
Knowledge, Skills and Abilities			
Understanding of principles of effective positive behaviour management and the ability (and evidenced experience) to apply successfully.	✓		Application form and at interview
Understanding of and commitment to restorative principles and practice	✓		Application form and at interview
Understanding of how students learn, and evidenced ability to make learning accessible for students, guiding and supporting them through the curriculum to maximise their chances of success	✓		Application form and at interview
Understanding of what constitutes the best pastoral care for students and evidence of putting this into practice with positive impact	✓		Application form and at interview
Good IT skills to use standard packages to create reports; school systems to collect and analyse data on learning, progress, behaviour; effective identification and use of online resources to support student learning and experience	✓		Application form and at interview
An interest in PSHE		✓	
Other:			
Willingness to work occasionally outside of contracted hours and engage with CPD.	✓		Application form and at interview

Leger Education Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check.