



KING'S LEADERSHIP
ACADEMY HAWTHORNES

Recruitment Guide

Teacher of Nurture & Assistant SENDCo

Location: King's Leadership Academy
Hawthornes

Contract: Permanent

Salary: MPS/UPS with additional
experience dependent allowance

Start Date: September 2026



  @GSTSchools



WELCOME TO THE GREAT SCHOOLS TRUST

“Excellence is not a destination – it is who we are, every day.”

Welcome to Great Schools Trust, where belief in every child's potential meets the daily habits that make success inevitable. In our schools, excellence is not left to chance. It is embedded through clear routines, ambitious teaching, compassionate leadership and a culture where character matters.



Our Mission:

To develop in every student the academic skills, intellectual habits, qualities of character, and leadership traits necessary to become a successful, healthy citizen in the global community.



Our Vision:

To build a family of outstanding academies where all students, irrespective of their starting points, flourish, are happy and achieve their full potential.



Our Values – ASPIRE

- Aspiration
- Self-awareness
- Professionalism
- Integrity
- Respect
- Endeavour



Our Pillars of Excellence:

People & Leadership –

Growing exceptional leaders who inspire, empower and deliver.



Character & Leadership –

Building resilience, integrity and aspiration through values-led education.



Educational Transformation –

Relentlessly improving teaching and learning for every child.



AI & Future Learning –

Harnessing innovation and technology to personalise and future-proof learning.



System Leadership –

Driving improvement across schools with trust-wide accountability and collaboration.



Educational Partnerships –

Working with families, communities and global partners to extend opportunity.

National Recognition:

- National Behaviour Hub Lead MAT
- Edurio Top 10 for Staff Satisfaction (2024)
- Most Improved MAT in the Northwest for Progress 8 (2023–24)
- Home to the IPCL: The Institute of People, Character & Leadership

WELCOME FROM THE CEO

Shane Ierston
Chief Executive Officer



At the Great Schools Trust, we hold a simple belief: teachers deserve the space, support and trust to do what they came into this profession to do. To inspire young minds and to shape the future with hope and purpose.

This year has reminded us of the extraordinary things that happen when we work together with shared belief and a deep commitment to helping every child flourish. Innovation has been at the heart of this, especially our new AI-powered assessment platform, which is now rolling out across the Trust. It is already saving teachers hundreds of hours each year. That is not just a technological achievement. It is time genuinely returned to you.

Less pressure, fewer late nights and more energy for the work that truly matters.

No teacher enters this profession expecting to battle endless admin. They choose this path because they care. Our responsibility, as a Trust, is to make sure you can keep doing what you love, supported, valued and encouraged every step of the way.

Over the past year, we have continued to build a culture where people feel heard, respected and safe to grow. Our recent Edurio survey placed us in the top ten trusts nationally for staff wellbeing and organisational values. This reflects the warm relationships, thoughtful leadership and collective purpose that define our community. It also speaks to the consistency across our family of schools. All our academies are judged Ofsted Good or higher, something we are proud of because it represents the everyday dedication of our staff.

As our people thrive, so do our students. Across our academies, we are seeing outcomes that challenge expectations and transform futures.

With 70 percent of students entering the English Baccalaureate and several schools closing the Progress 8 gap between disadvantaged and non-disadvantaged students, our belief in social mobility is more than a vision. It is becoming a reality.

If you are considering joining us, we would love you to know this: you are not just stepping into a job. You are joining a community. A community that invests in you, trusts you and stands beside you. You will be welcomed into a family that celebrates your strengths, supports your growth and believes in the difference you can make.

Credo, Credimus:
"I believe, we believe."

We believe in every child.
We believe in every member of staff.
And we believe in what we can achieve together.

Shane Ierston, CEO

Shane Ierston



GREAT SCHOOLS
TRUST



WELCOME FROM THE PRINCIPAL

Andrea St John
Principal of Hawthornes



At King's Leadership Academy Hawthornes, we are proud to be a part of the Great Schools Trust, a growing and ambitious multi-academy trust in the Northwest of England. Our family includes five secondaries, two primaries and a groundbreaking Alternative Provision Setting.

Why King's Leadership Academy Hawthornes?

A school is defined by its culture, working at Hawthornes means that you are part of a team of highly motivated staff who truly care about our children. As Principal, I am committed to the development and retention of excellent staff and the growth of all teams.

We are a growing highly over-subscribed school of committed,

friendly staff, a cohort of students who are polite, enthusiastic and keen to learn right across the curriculum. We are a school centred in our *Aspire Values of Achievement, Aspiration, Self-awareness, Professionalism, Integrity, Respect and Endeavour*. It is these values that drive our behaviours and relationships, a 'lingua franca' that helps to bind our community together. An inspector captured the mission of the school when he observed that we were 'building better people,' something we are proud of. This sentiment is reflected in our motto, 'Credimus', which, translated from Latin, literally means 'we believe.'

We believe our school exists to shape both academic excellence and the life chances of all our students so they can attend the best universities or secure the best employment opportunities in the years to come. We also aim to create an enriched offer that provides cultural capital for all our students, irrespective of their starting point or social privilege. With 80 students in our Combined Cadet Force programme, we provide a high-quality personalised enrichment and boast an award-winning careers programme. We are proud of our inclusivity and pride ourselves on the welcome we give every student and their families.

We provide every student with a Chromebook, breakfast, residential experiences to build self-esteem and teamwork, and opportunities to join the Duke of Edinburgh scheme. No student is left behind, and we remove barriers to learning at every opportunity.

Why join us?

We prioritise staff development and support. CPD is bespoke, high-quality, growing leadership at all levels. Staff retention is high. It is an exciting time to be a part of a tangible journey of excellence at Hawthornes.

If you are ready to challenge yourself, inspire others, and leave a lasting legacy, I encourage you to contact the school for a visit and a conversation with me, staff and children about how you can help us shape the future.

I look forward to meeting you.

Andrea St John



KING'S LEADERSHIP
ACADEMY HAWTHORNES

Staff Benefits & Wellbeing

At our Trust, we are committed to creating an exceptional working environment where staff feel valued, supported and empowered to thrive. We believe that investing in our people is the foundation of outstanding education.

A Trust That Prioritises Staff Wellbeing

- A culture where staff wellbeing underpins decision-making
- Strong pastoral support and leadership that genuinely listens
- A collaborative, family-oriented environment across all academies

Professional Benefits & Career Development

- Highly competitive salaries that reward excellence
- Access to CredimusAI, saving significant time and reducing workload
- A personal device for all teaching staff to support professional practice
- Weekly leadership link meetings to support development and progression
- Clear career pathways, with rapid promotion for the right candidates
- Trust-wide collaboration, sharing expertise and supporting other schools
- Strategic input into our new building, shaping facilities for future generations

Health, Wellbeing & Personal Support

- Benenden Health membership (optional £15.50 per month), with day-one access to:
 - 24/7 GP and mental health helplines
 - Specialist advice for adult care, neurodiversity and disability
 - Fast access to diagnostics, physiotherapy, mental health support and cancer advice
 - Support for tuberculosis and selected surgical procedures (subject to eligibility)
 - No medical checks, excess fees or age-related pricing
 - Option to add family members at additional cost
- BUPA Employee Assistance Programme (Trust-funded), providing:
 - Counselling and emotional wellbeing support
 - Legal, financial and family care advice
 - 24/7 confidential assistance
- Generous occupational sick pay, maternity/paternity provision and family-friendly policies

Financial, Lifestyle & Community Benefits

- Cycle to Work salary sacrifice scheme
- Membership of the Teachers' Pension Scheme or Local Government Pension Scheme
- Opportunities to engage with the local community through fundraising and charity work
- The chance to contribute to trust-wide culture, innovation and school improvement





About the Role

Location: King's Leadership Academy Hawthornes

Contract: Permanent

Reports to: HOD or SLT

Salary: MPS/UPS with Allowance

Start Date: September 2026

An experienced and compassionate practitioner with a strong understanding of nurture, inclusion and SEND practice. The successful candidate will play a key role in delivering high-quality nurture provision for KS3 pupils, supporting vulnerable learners academically, socially and emotionally through a consistent, relationship-driven and highly supportive environment.

The role requires an individual who can build positive and trusting relationships with pupils, maintain high expectations, and support successful transition from KS2 to KS3 through effective pastoral and academic support. The successful candidate will contribute to the continued development of an already strong SEND team, helping to further strengthen inclusive provision across the academy.

There is also an opportunity for the successful candidate to support the academy as Assistant SENDCo, working alongside senior leaders and the SENDCo to help develop provision, intervention strategies and wider inclusive practice across the school.

It is expected that the successful teacher will meet and uphold the National Teacher Standards, be fully committed to the Trust mission and vision, whilst demonstrating strong emotional intelligence and the following qualities:

1. A strong commitment to inclusion, nurture and supporting pupils with additional needs
2. The ability to build safe, consistent and trusting relationships with young people
3. High expectations and aspirations for all learners, regardless of need or barrier
4. The ability to create a calm, supportive and purposeful learning environment
5. A reflective and flexible approach to meeting the needs of vulnerable learners
6. A commitment to regular professional development and evidence-informed practice
7. A willingness to accept feedback as part of the Trust's people-centred leadership offer
8. The ability to work collaboratively with colleagues, families and external professionals to secure the best outcomes for pupils

Job Description

1) Professional Values & Ethos

Our teachers are the primary custodians of the Trust's mission, character through leadership and exemplify the ASPIRE values (Aspiration, Self-awareness, Professionalism, Integrity, Respect, Endeavour) in every action.

- Uphold and actively model the values, ethos, and moral purpose of the Great Schools Trust
- Demonstrate a clear passion for your subject and for improving life chances for young people
- Maintain high expectations of yourself, colleagues, and pupils at all times
- Treat colleagues, pupils, and families with professionalism, respect, and integrity
- Contribute positively to a culture of ambition, inclusivity, and mutual respect
- Act as a role model in conduct, language, and professional standards
- Commit fully to safeguarding and student welfare responsibilities

2) Teaching & Classroom Practice

- Deliver high-quality teaching aligned with Trust and departmental expectations
- Plan purposeful, well-sequenced lessons informed by long-term curriculum planning
- Adapt teaching to meet the needs of all learners, including SEND and disadvantaged pupils
- Use effective assessment strategies to check understanding and address misconceptions
- Create a calm, safe, and inclusive learning environment where all students can succeed
- Set and maintain high standards of behaviour for learning
- Ensure compliance with examination board specifications and statutory requirements

3) Curriculum & Department Contribution

- Contribute to curriculum design, resources, and schemes of work within your subject area
- Support the implementation of departmental improvement and development plans
- Ensure curriculum delivery reflects the academy's distinctive ethos and mission
- Share best practice and collaborate effectively with departmental colleagues
- Support enrichment, co-curricular, and wider learning opportunities where appropriate
- Engage constructively with faculty leadership and curriculum review processes

4) Assessment, Progress & Impact

- Monitor student progress using assessment data, homework, and wider evidence
- Provide timely, meaningful feedback that supports progress and achievement
- Respond proactively to underperformance through re-teaching and targeted intervention
- Reflect critically on student outcomes to improve teaching practice
- Communicate effectively with colleagues and parents regarding student progress
- Take responsibility for the progress and outcomes of students taught

5) Professional Development & Leadership

- Engage fully in statutory training programmes where applicable
- Participate actively in Trust-wide and academy CPD programmes
- Apply evidence-informed practice and learning theory to classroom teaching
- Welcome feedback as part of the Trust's people-centred leadership approach
- Take responsibility for ongoing professional growth and development
- Aspire to develop as a leader or master teacher to extend impact
- Support colleagues by sharing strengths and effective practice

6) Quality Assurance & Systems

- Participate in academy learning checks and quality assurance processes
- Contribute to effective quality systems such as assessment moderation or controlled tasks
- Use systems and processes consistently to maintain high academic standards
- Set and work towards improvement targets within your subject or practice
- Engage positively with performance and professional review processes
- Support a culture of continuous improvement and accountability

7) Safeguarding, Compliance & Professional Responsibilities

- Maintain an unwavering commitment to safeguarding and child protection
- Comply with all Trust policies, including behaviour, health & safety, and data protection
- Undergo enhanced DBS and barred list checks in line with statutory guidance
- Contribute to a culture of vigilance, safety, and care across the academy
- Act professionally in line with the Trust Code of Conduct at all times
- Fulfil wider professional duties reasonably required by the academy

Person Specification

Category	Essential	Desirable
Qualifications & Experience	Qualified Teacher Status (QTS) or equivalent recognised teaching qualification. A degree in a relevant subject area. Experience of teaching in the relevant key stage or undertaking a recognised route into teaching. Evidence of ongoing professional development in education and teaching practice.	Additional qualifications in specific subject areas or special educational needs (SEN).
Knowledge & Understanding	Awareness of safeguarding procedures and commitment to promoting the welfare of young people. Strong understanding of the national curriculum and assessment frameworks. Knowledge of effective teaching and learning strategies. Understanding of child development and how to support students' academic, social and emotional growth. Familiarity with the use of technology to enhance teaching and learning.	Additional qualifications in specific subject areas or special educational needs (SEN).
Skills & Attributes	Excellent classroom management skills that foster a positive and inclusive learning environment. Strong written and verbal communication skills, with the ability to engage effectively with students, parents and colleagues. Ability to plan, deliver and evaluate high-quality lessons that meet the needs of all students. Effective use of assessment to monitor progress, provide feedback and inform future teaching. Ability to work collaboratively as part of a team and contribute to the wider school community. Ability to lead co-curricular activities or contribute to school initiatives.	Awareness of how to use data to drive improvements in student outcomes.
Personal Qualities	Passionate about education and committed to making a positive difference in students' lives. Reflective and open to feedback, with a commitment to continuous professional improvement. Resilient, adaptable and able to manage workload effectively in a dynamic school environment. Strong sense of integrity, professionalism and alignment with the Trust's values and ethos.	Creative and innovative in approach to teaching and problem-solving. Ability to build positive relationships with students and foster a love of learning.
Additional Requirements	Satisfactory completion of all pre-employment checks, including enhanced DBS clearance. Compliance with the Trust Staff Communication and Social Media Policy. Compliance with the School Code of Conduct. Commitment to equality, diversity and inclusion in education. Willingness to participate in and contribute to wider school events, meetings and professional development.	-



How To Apply

Submit your application via [Our Website](#)

For an informal conversation about the role or to arrange a tour of our academy, please contact our Operations Manager, Michael Aitken at m.aitken@kingshawthornes.com or [0151 922 3798](tel:01519223798).

Appointment, Compliance & Safeguarding

Appointment, Terms & Compliance

This appointment is made by the Local Academy Council on behalf of the Great Schools Trust. The Job Description forms part of the contract of employment and may be reviewed as the role or organisational needs change, following consultation. The Trust will make reasonable adjustments to support applicants and employees with disabilities.

The Trust is a licensed Skilled Worker Visa sponsor and may offer sponsorship subject to eligibility and the requirements of the role.

Full-time teaching contracts require staff to be on site from 8:00am. In addition to timetabled teaching, staff are expected to attend departmental meetings held on Mondays from 3:30-4:30pm, and weekly CPD sessions on Fridays from 1:30-2:30pm. Attendance at all scheduled parents' evenings and open events is also required and forms part of directed time.

Safeguarding & Pre-employment Checks

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. As part of safer recruitment, interviews will explore motivation to work with children, ability to maintain professional boundaries, emotional resilience and attitudes to authority and behaviour management.

Pre-Employment Checks

Any offer of employment is conditional upon the successful completion of the following:

- Proof of identity, address and right to work in the UK
- Two satisfactory references, including the most recent employer
- Verification of relevant qualifications
- Enhanced DBS check with barred list check
- Prohibition from teaching check
- Section 128 check (for management roles)
- Overseas police checks (where applicable)
- Occupational health clearance
- Satisfactory completion of the probationary period

Ongoing Compliance

The postholder must comply with Trust policies, including the Staff Code of Conduct, Safeguarding and Child Protection Policy, and Staff Communication and Social Media Policy. Responsibilities may be reviewed periodically in line with Trust and academy priorities.



KING'S LEADERSHIP ACADEMY HAWTHORNES

