



# Application Support Pack

June 2026



## Welcome from the Executive Headteacher

Dear Applicant,

Thank you for your interest in this role at the Esteem South Academy. I am very pleased that you are considering applying to work in our academy where we all work hard to ensure that every pupil 'achieves their full potential'.

We are dedicated to nurturing your talents and developing you to become an inspiring member of our academy community. We are unique, and your journey will be filled with discovery, growth and opportunities. An affinity for pupils with behavioural, emotional and social difficulties is an essential quality to be successful in our setting. Applicants should be resilient, have high expectations, and a sense of humour. A growth mindset and positive ethos are essential characteristics that we are looking for.

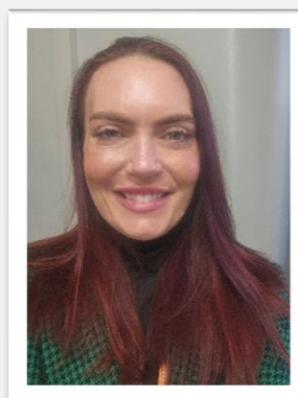
You will have the opportunity to become part of our forward-thinking academy and find your niche area which contributes to the team's success. Join us in creating a future where your journey leads to a fulfilling and successful career. If you are an inspiring, energetic, flexible and engaging person with a passion for working with disaffected pupils, and can contribute to a staffing team with fresh new ideas, then we may be the academy for you!

We welcome applications from candidates who, having read the application pack, have the necessary skills, experience, and strength of character to fulfil the challenges of the role. Visits to the academy are strongly encouraged. Please contact us on 01283 550667 to arrange a visit prior to your application.

I wish you well in your application.

Yours faithfully,

Janine Dix  
Executive Headteacher



## About Esteem South Academy

At Esteem South Academy (ESA), situated in the heart of South Derbyshire, we are committed to re-engaging vulnerable children back into learning and fostering their success in a supportive and nurturing environment. ESA stands as an Alternative Provision Academy, dedicated to serving pupils at risk of permanent exclusion, or those who have faced exclusion from mainstream schools. Collaborating closely with local primary and secondary institutions, we offer short-term placements to prevent permanent exclusion, recognising the importance of providing every child with equitable access to education.

We are committed to working in partnership with pupils, their parents and carers, their schools and other agencies to re-engage them and enable them to become better learners and responsible citizens. We think outside of the box to make every effort to meet pupils needs. Where pupils are able to demonstrate positive progress, behaviour and a desire to achieve, we aim to help them transition back to another school. We firmly believe that all children, especially the most vulnerable in our community, deserve access to high-quality education. Our goal is to empower each child with the knowledge and skills necessary for successful reintegration into mainstream education, or for Key Stage 4 pupils, seamless transition into further education, training, or employment opportunities.

Our academy ethos is based on inclusivity and positivity. We continue to be resilient in all aspects of our work, especially with behaviour management. We focus on praise, change and consequence, not sanction or punishment. Consequences are bespoke to each individual whilst promoting our values of being 'respectful, responsible and resilient'.

Our work can be varied and candidates must have access to a car with business insurance. Staff members must be flexible and may be expected to transport pupils, work in their homes or off-site locations depending on their role in the academy. Any mileage is funded.

We invite you to join us in this remarkable journey of growth and achievement. For further insights and to explore the opportunities at Esteem South Academy, we welcome you to visit our website and the site itself in Newhall.

## Welcome from the Chief Executive Officer

Dear Applicant,

Thank you for your interest in joining Esteem Multi-Academy Trust.  
You are considering Esteem at an important point in our journey.

Over recent years, the Trust has focused deliberately on strengthening its foundations.

- Clearer systems.
- Stronger processes.
- Greater consistency.
- A sharper strategic direction.

### This work matters.

It allows our schools to focus on what matters most.

High-quality provision for children and young people with complex needs.

Support for the staff who work with them every day.

**Esteem** is a **values-led** organisation, but we are also ambitious and disciplined.

We are building a Trust that is:

- Strategically clear about what we exist to do
- Operationally strong and financially responsible
- Supportive of professional growth and collaboration
- Confident in its voice across SEND and Alternative Provision

We believe good systems should enable people, not constrain them.

We believe strong leadership is built on trust, clarity and accountability.

We believe improvement is sustained when people feel supported and challenged in equal measure.

If you join **Esteem**, you will be part of a Trust that is still evolving.

A Trust that reflects, learns and adapts.

A Trust that invests in its people and expects high standards in return.

We are always keen to hear from people who share our values, bring fresh thinking, and want to contribute to something purposeful and meaningful.

I wish you well in your application and thank you for taking the time to consider Esteem.

Kind Regards,

**Karen Hayes**

Chief Executive Officer

Esteem Multi-Academy Trust



## About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust was established in 2018 and now consists of fourteen academies across the East and West Midlands.

We are a specialist Trust with deep expertise in special educational needs, disabilities, and alternative provision. Many of our pupils have experienced disrupted education, disadvantage, or complex personal circumstances. We work relentlessly to ensure these young people receive the high-quality education, care, and opportunities they deserve.

Our purpose is simple: to improve life chances through strong schools, strong systems, and strong relationships.

We believe the best outcomes are achieved when high expectations sit alongside care, understanding, and inclusion. We combine ambition with realism and challenge with support.

Our vision is to be a Trust that:

- Delivers consistently strong education and personal development
- Builds confident, values-led leaders at every level
- Balances clear Trust-wide standards with local identity
- Acts as a respected voice for SEND and alternative provision
- Works in close partnership with families, communities, and local authorities

Our work is guided by five strategic aims: educational excellence and belonging; people development and wellbeing; community engagement and partnerships; operational efficiency and innovation; and sustainable growth.

Our values shape everything we do: working together, celebrating difference, being brave, and enjoying learning.

Our people are central to our success. We invest in professional development, collaboration, and leadership pathways, creating an environment where staff feel supported, trusted, and challenged to grow.

Each of our academies serves a unique community. Being part of Esteem provides stability, shared expertise, and collective strength, while preserving local character and purpose.

Through honest reflection, strong governance, and a commitment to continuous improvement, we work together to secure the best possible outcomes for every pupil.

## Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, agency staff and anyone working on behalf of the Trust to share this commitment.

Safeguarding is everyone's responsibility and all adults within the Trust have a duty to protect children from harm and promote their welfare. The Trust is committed to creating and maintaining a safe culture where pupils are protected from abuse, harm and exploitation and where unsuitable individuals are prevented from working with children and young people.

The welfare of every child is paramount. We recognise that some children may be particularly vulnerable, including children with special educational needs and disabilities, children experiencing adversity and children who may have experienced trauma, abuse or neglect. We are committed to taking a child-centred and trauma-informed approach to support all pupils across our academies.

The Trust pays full regard to the current statutory guidance set out in 'Keeping Children Safe in Education' (KCSIE) and all safer recruitment requirements. As part of our robust recruitment and selection procedures, we carry out thorough pre-employment checks on all shortlisted and successful applicants. These checks include, but are not limited to:

- verification of identity;
- enhanced Disclosure and Barring Service (DBS) checks, including barred list checks where appropriate;
- verification of academic and professional qualifications;
- obtaining references, including questions relating to suitability to work with children;
- checking full employment history and exploring any gaps in employment;
- online searches in line with KCSIE requirements;
- prohibition from teaching checks and Section 128 checks where applicable;
- verification of the candidate's right to work in the UK and medical fitness for the role.

The successful candidate will be required to undertake all relevant pre-employment checks satisfactory to the Trust. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all cautions and convictions, including those regarded as spent, unless protected under current legislation.

The Trust takes any safeguarding concerns or allegations relating to the safety and welfare of children extremely seriously. If you are currently working with children, either in a paid or voluntary capacity, your current employer will be asked about disciplinary offences relating to children and young people, including those which are time expired, and whether you have been the subject of any child protection concerns or allegations and the outcome of any investigation or disciplinary proceedings. Where previous roles have involved work with children, these matters may also be explored with former employers.

Esteem Multi-Academy Trust's [Safeguarding Policy](#) applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

We are committed to equality of opportunity and welcome applications from all suitably qualified candidates. The possession of a criminal record will not necessarily prevent appointment and will be considered on a case-by-case basis in line with the nature of the role and the relevant circumstances.

## Application process and timeline

Applications are completed online via [MyNewTerm](#).

After the closing date, shortlisting will be conducted by a panel who will match your skills interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are essential or necessary for relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates for and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.