



Consilium  
Evolve

# BUILD YOUR DREAM CAREER

Join our Team!



## RECRUITMENT PACK

Associate Tutor: Therapeutic Lead  
Consilium Evolve, Sunderland

EXCELLENCE AND EQUITY WITH INTEGRITY

# WELCOME FROM THE CEO



Dear Candidate,

Thank you for your interest in the position of Associate Tutor – Therapeutic Lead 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 students 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.

# ABOUT THE SCHOOL



Consilium Evolve is an Alternative Provision Academy which caters for primary and secondary age students who experience emotionally based school avoidance. As such, we focus on the wellbeing of our students which then allows them to achieve.

## A Culture of Excellence.

Our school builds a cultures of respect, responsibility, courage, and kindness, where students and adults are committed to the quality of their craft and are brave in new challenges.

All members of our community ensure that each student is *known* and *cared* for, student leadership is nurtured, and contributions to the school and world are celebrated. Students and staff are supported to do better work and be better people than they thought possible.

## Classroom Lens

Our classrooms are alive with *discovery, inquiry, critical thinking, problem solving, and collaboration*. Teachers talk less. Students talk (and think) more. Lessons have an explicit purpose, guided by learning targets for which students take ownership and responsibility, to bring out the best in them.

Our approach to curriculum makes standards come alive for students by connecting learning to real-world issues and needs. Academically rigorous, project-based learning expeditions, case studies, projects, fieldwork, and service learning inspire students to think and work as professionals, contributing high-quality work to authentic audiences beyond the classroom.

## Show up and Be Seen,

At a very basic level we are built for love and belonging, human connection and learning. It is our job as practitioners to ensure our 'Lens' is truly focused on how our practices meet the needs our community. By bringing our best self (showing up), as practitioners, we will work rigorously to understand the mechanisms necessary to allow our students to thrive. Our students will learn to 'Be Seen', developing personal confidence, and the ability to take autonomy over their future steps.

## Our Leadership

Leadership in our school goes beyond a single person or team; it's a role and expectation for all.

Leaders build a cohesive school vision focused on student achievement and continuous improvement. They align all school activities with that vision. Leaders use data wisely, boldly shaping school structures to best meet student needs, celebrate joy in learning, and build a school-wide culture of trust and collaboration.

At Consilium Evolve we are ambitious for all our students and staff, and we look forward to welcoming you to our school.

# ABOUT THE TRUST



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 students. 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>	Associate Tutor – Therapeutic Lead
<b>REPORTS TO:</b>	Head of School
<b>CONTRACT:</b>	Fixed Term Contract till 31/08/27
<b>WORKING PATTERN:</b>	Term Time plus 4 weeks
<b>GRADE:</b>	Grade 6 (scale points 13 – 17) Equal to £26,863 - £28,672

## MAIN PURPOSE OF THE ROLE

The Therapeutic Lead will work closely with the SENDCO and Counsellor to provide timely and effective therapeutic interventions to support the students in Evolve. This will cover everything from:

- Development of the therapeutic offer
- Lead the implementation of the Thrive Approach across the academy as a Licensed Thrive Lead Practitioner, ensuring a whole-school, trauma-informed response to students' social and emotional development.
- Use Thrive assessments and strategies to identify need, plan targeted interventions, and monitor impact on students' emotional wellbeing and readiness to learn.
- Monitoring and supporting student's emotional progress
- Delivering one to one therapeutic sessions
- Some small group work of a therapeutic nature
- Attendance support, including home visits where appropriate
- Positive communication and relationship building with families
- Identification of needs working with the teachers and the SENDCO
- In lesson one-to-one support
- Break and lunch duties

## CORE RESPONSIBILITIES & TASKS

- Work closely with the SENDCO and Counsellor to identify students' SEMH and developmental needs using the Thrive framework
- Lead on the implementation and development of the Thrive Approach across the academy
- Carry out Thrive assessments to identify students' developmental gaps and SEMH needs
- Design and deliver targeted Thrive interventions (1:1 and group) based on assessment outcomes
- Track and monitor the effectiveness of interventions using Thrive assessment tools and other agreed measures
- Support staff to embed Thrive principles in teaching and behaviour responses
- Liaise with the SENDCO and outside agencies to secure additional support for students
- Contribute to the support plans for students
- Hold supportive therapeutic sessions for parents / carers if necessary.
- Be a reflective practitioner using quality assurance and performance management feedback to improve your own practice.
- Support the operational running of the academy by undertaking supervision duties.
- Assisting with display work to create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.
- Contribute to whole-school strategies that promote emotional regulation, resilience and readiness to learn
- Monitor the response of students to learning activities and record achievements/progress as directed.
- Promote good student behaviour, dealing with incidents in line with school policy and encourage students to take responsibility for their own behaviour.
- Provide termly reports on Thrive impact to senior leaders
- Administer routine tests (including exam invigilation) and accurately record achievement and progress.

### Supporting Students and Families

- Be a visible presence around the Academy promoting and modelling positive communication / behaviour and ensuring the smooth running of the academy day.
- Build effective relationships with students, parents and carers, sharing information regarding students' achievement, behaviour and emotional well-being
- Model creativity, integrity and resilience, with a mindful view of his/her own wellbeing and that of those around them.
- Support students and their parents and carers to make the most of the educational and other relevant opportunities available to them
- Liaise effectively with the SENDCO and signpost to other agencies when necessary, for example, social care, EPs, YOT, CAMHS etc.)
- Assist with the development and implementation of individual Education/Behaviour Plans and Personal Care Programmes.
- Promote inclusion and acceptance of all students.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Provide feedback to students in relation to progress and achievements under guidance of the teacher.

### Systems and Processes

- Maintain effective and confidential records of interventions
- Contribute to the accurate and appropriate use and maintenance of up-to-date record systems including those related to attendance, behaviour, progress and learning etc.
- Carry out your duties in line with the Trust's policies, procedures and relevant legislation.
- Promote and actively support the school's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have.
- Take reasonable care of the health and safety of yourself, other people and resources whilst at work

### CORPORATE RESPONSIBILITIES

- 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.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues

### ADDITIONAL NOTES

- 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.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

# PERSON SPECIFICATION



Qualifications and CPD	Essential	Desirable
Level 2 Mathematics and English or equivalent	X	
A Levels or equivalent		X
Evidence of further CPD relevant to the post		X
Experience, Knowledge and Skills	Essential	Desirable
Evidence of successfully supporting students with SEMH needs with their learning	X	
Effective and systematic approach to managing student behaviour using clear boundaries	X	
Knowledge and experience of working restoratively	X	
Experience of working collaboratively with others and co-planning interventions		X
Experience of supporting all aspects of inclusion to successfully meet the needs of students with complex special educational, social and emotional needs.	X	
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD.	X	
Knowledge, skills and understanding of the impact of SEMH and trauma on students' learning and behaviour, and successful strategies to overcome learning barriers		X
An understanding of expeditionary learning or project-based learning.	X	
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups	X	
Full, UK driving license		X
Personal Attributes	Essential	Desirable
Personal and professional resilience in the face of challenging situations.	X	
Self-motivated, productive, diligent and thorough.	X	
Commitment to own personal and professional development and that of all staff.	X	
Commitment to best practice in the safeguarding of vulnerable young people.	X	
A professional commitment to promoting inclusion, diversity and access for all students	X	
Empathy with the needs of students	X	
Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, external agencies and the wider school community.	X	
A commitment to the vision, values, aims and objectives of Consilium Trust	X	
English Fluency		
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	X	
Passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.		X