



# Application Support Pack



## Welcome from the Executive Headteacher

Dear Applicant,

Thank you for your interest in this role at the Esteem North 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'.

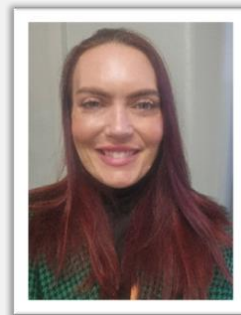
We are dedicated to nurturing your talents and developing you to become an inspiring member of our academy community. We are unique, and your journey will be filled with discovery, growth, and opportunities. An affinity for pupils with behavioural, emotional and social difficulties is an essential quality 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 me on 07548 837342 to arrange this prior to your application.

I wish you well in your application.

Yours faithfully,  
Janine Dix  
Executive Headteacher



## About Esteem North Academy

The academy provides education to pupils from Reception to year 11 if they are permanently excluded or, sometimes in special circumstances, those who are at risk of exclusion. The academy has undergone significant growth since 2022 to meet the needs of the Local Authority. We have 3 sites throughout the north of Derbyshire. There is also an additional site undergoing development in Chesterfield which will open in several phases in 2026. The Hasland site has approximately 110 pupils on roll in KS3/4. Barrow Hill holds around 35 primary aged pupils and the High Peak site in Chapel-en-le-Frith will have approximately 70 pupils allocated. The new site will house pupils in KS3 and 4. We also have teams which educate pupils off site. In total, we will have 120 staff and can cater for nearly 400 pupils.

Our aim is to re-engage pupils with education via our multitude of pathways. We have a full blended learning offer with work experience, off site alternative vocational provisions and some peripatetic teaching in pupil's homes. We have various site- based timetables in order to be as inclusive as possible. 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.

Pupils do not remain in our academy from year 6 to 7. They have the opportunity to transition from primary to secondary with their peers. We have a high success rate for year 11s moving to further study, employment or apprenticeships.

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.

As we are multi-sited, and our work can be varied, candidates must have access to a car and insurance with business use included. Staff members may be expected to transport pupils, work in pupil's homes or off-site locations depending on their role in the academy. An allocated base will be named for calculation of travel mileage payments. Normal home to work milage is not 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 North Academy, we welcome you to visit our website and one of our sites after an initial discussion with the Executive Headteacher.

Further information about our academy can be found on the [website](#).

## 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 all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided. Esteem Multi-Academy Trust's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2025' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared. If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues. Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered "not applicable", where appropriate, if your work has not brought you in to contact with children or young people.

## Application process and timeline

Applications are completed online via MyNewTerm via the Esteem MAT [Website](#).

After the closing date, shortlisting will be conducted by a panel who will score your application against the person specification, 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 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.