

# RECRUITMENT PACK

Teacher

Educational Diversity  
01253 476660/476663  
[www.eddiversity.com](http://www.eddiversity.com)



# Dear Applicant

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Thank you for your interest in the position of Teacher at Educational Diversity. We hope the information within this pack provides you with sufficient detail to determine whether you possess the right qualities, skills, and experience to apply for this role.

At Synergy Education Trust, teamwork lies at the heart of everything we do. Collaboration has strengthened our schools and enriched both the central team and individual schools within the Trust.

We are looking for an exceptional Teacher to join our Educational Diversity Team. This is an exciting opportunity to play a key role in our school Pastoral team, providing vital support to our students, families and the staff team.

The ideal candidate will:

- ✓ Have excellent communication and organisational skills
- ✓ Be efficient and detail-oriented
- ✓ Be a proactive and people-focused team player
- ✓ Be committed to improving services that ultimately enhance outcomes for children in our schools

If you are looking for a rewarding role where you can make a real impact, we would love to hear from you!

Established in April 2024 with three founding schools, Synergy Education Trust has since grown, welcoming two additional schools in September 2024. We are now entering an exciting period of further expansion and development.

This is a transformative time for Synergy Education Trust as we continue to lay the foundations for sustainable growth, development, innovation, and improvement. Strong collaboration among school leaders across our Trust has been key to overcoming challenges in education and achieving coordinated and effective solutions.

At Synergy, it is a privilege to work alongside a talented and dedicated team of professionals who tirelessly provide the best opportunities for young people within our community. If you share our vision, drive, and commitment to supporting our schools, staff, and pupils, we would be delighted to hear from you. Together, we can make a lasting impact on the lives of children and young people across the Trust.

*Victoria O'Farrell*



**V O'Farrell**  
Head Teacher,  
Educational Diversity

# ABOUT OUR SCHOOL

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Educational Diversity is proud to be an Alternative Provision Academy, our students come to us through various different routes as they cannot access mainstream Education. We believe in creating an enjoyable and safe learning environment where every student feels valued and wanted. At Educational Diversity, our mission is to provide an adaptive and nurturing space that ensures each child feels included and cherished, allowing them to flourish.

We prioritise inclusivity, trauma-informed practices and unconditional positive regard, offering a welcoming school with abundant positive enrichment opportunities. Our aim is to be a place that students, parents and staff can be proud of, cultivating a creative curriculum that prepares students for future success.

We focus on building resilience and encouraging collaborative work to achieve positive outcomes, supporting each child in integrating successfully into society. Our goal is to ensure that every student feels included and capable of reaching their full potential.

Our friendly and professional staff are dedicated to making our school a happy place, with a child-centred environment tailored to the unique needs of young people. We provide a fresh start for students, helping them transition back into mainstream education with confidence.



Empowering Every Child to Thrive and Flourish

# VISION AND VALUES

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Educational Diversity is an intervention and not a destination we ensure every child receives the support they need to thrive, flourish, and succeed.

We Believe Statements:

## **Quality of Education**

We believe that every student deserves a high-quality education in a nurturing environment where they feel valued and cherished. At Educational Diversity, we strive to provide an adaptive and inclusive curriculum that prepares students for future success, ensuring each child can flourish and reach their full potential.

## **Personal Development**

We believe in nurturing the personal development of every student, ensuring they feel included and capable of thriving. Our dedicated staff provide a child-centred environment with abundant positive enrichment opportunities, supporting students in developing confidence and preparing for successful integration into society.

## **Relationships and Behaviour**

We believe that positive relationships and a safe, supportive environment are foundational to effective learning. By actively listening to students and ensuring they feel valued, we cultivate a sense of belonging and responsibility that encourages regular attendance. Our commitment to inclusivity, trauma-informed practices, and collaboration fosters respectful and constructive interactions, helping students build resilience, work together successfully, and thrive in their academic and personal journey.

## **Leadership and Management**

We believe that strong leadership and effective management are crucial to creating a happy and successful school. At Educational Diversity, we value our dedicated and professional staff, recognising their essential role in building a supportive community and ensuring that every child receives the support they need to succeed.

Empowering Every Child to Thrive and Flourish.

Empowering Every Child to Thrive and Flourish

# ABOUT THE TRUST

Synergy Education Trust, formed on April 1st, 2024, is an innovative and collaborative 6-school trust based in Blackpool and the Fylde Coast. All of our current schools are within a 6 mile radius.

**Boundary Primary School**

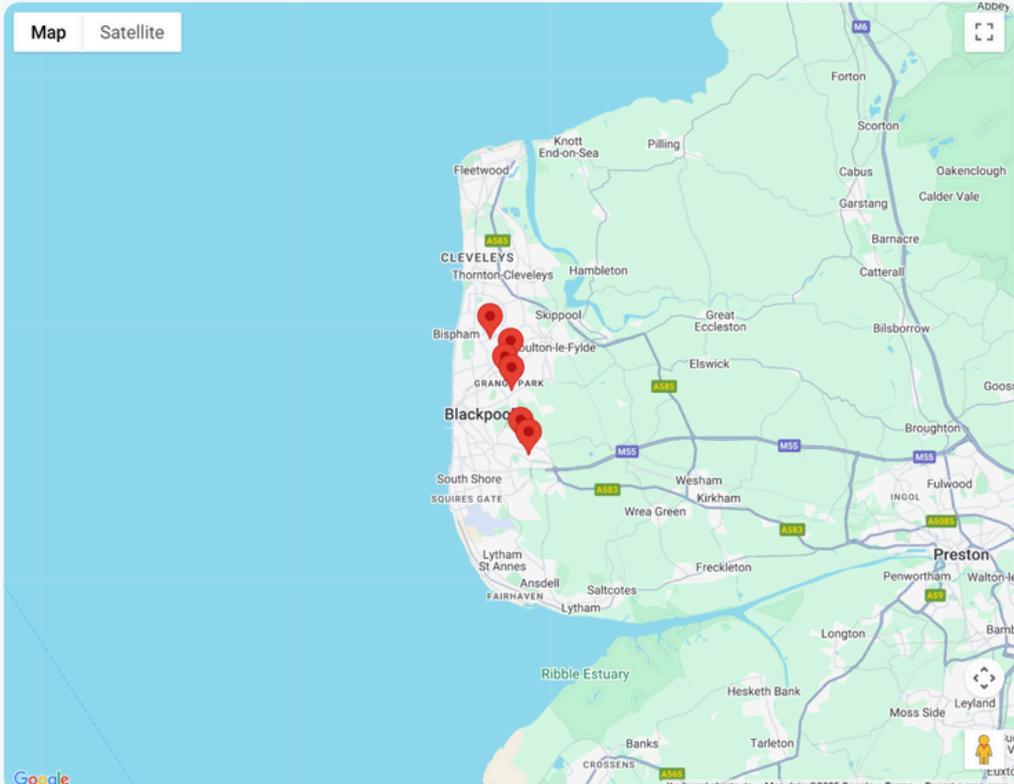
**Educational Diversity**

**Highfurlong School**

**Moor Park Primary School**

**Stanley Primary School**

**The Maple School**



The map displays the Blackpool and Fylde Coast region. Red pins indicate the locations of the six schools: Boundary Primary School, Educational Diversity, Highfurlong School, Moor Park Primary School, Stanley Primary School, and The Maple School. The map includes labels for various towns and villages such as Fleetwood, Thornton-Cleveleys, Bispham, Blackpool, and Preston. Major roads like the M55 and A580 are also visible. The map interface includes a 'Map' and 'Satellite' toggle, a Google logo, and a copyright notice for 2025.



# WHY WORK AT SYNERGY EDUCATION TRUST?

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The Trust is based in the North West on the Fylde coast. Currently all six schools in the Trust are closely located to one another which lends itself to many opportunities to work closely and collaboratively. Our central office is based at Stanley Primary School, Blackpool which has close links to the M55 motorway network.

At Synergy we are committed to providing world class education for all young people within our community and as such we recognise the pivotal role that our staff play in this respect.

We pride ourselves on being an employer that continually invests in our employees as we know that it is our staff who will ensure that we meet our vision.

The Trust is strongly committed to fostering a positive and healthy working environment with wellbeing and workload management at the forefront of all decision making.



“

I absolutely love working at Moor Park and think joining Synergy is a wonderful step for our children and school. I feel extremely supported and feel that if I ever had any concerns, I could voice them with the Synergy team and be listened to.

”

R Simpkin  
Moor Park Primary School

“

The support provided by the central team and fellow leaders fosters a sense of community and reassurance. This collaborative network is invaluable for sharing experiences, guidance and collective problem solving.

”

H Moyes  
Boundary Primary School



# EMPLOYEE BENEFITS

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## **Competitive Salaries**

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We are a Living Wage Foundation employer. This ensures we are treating people fairly across the Trust as well as remaining competitive.

## **Terms and Conditions**

The Trust is committed to offering national terms and conditions in line with the School Teacher's Pay and Conditions document ("STPCD"), the Burgundy Book (for Teachers) or the NJC Green Book (for Support Staff). This commitment is reflected in an agreement between Synergy Education Trust and the national Trade Unions and Professional Associations.



## **Enhanced CPD**

The Trust values the contribution of its skilled staff team and is supportive of Continual Professional Development opportunities. Funded opportunities are available upon application and subject to business need.

## **Flexible and Family Friendly Policies**

The Trust understands that employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. Our Flexible Working Policy provides an opportunity for employees to request an arrangement such as a job share, a part-time role or flexibility with home working.



## **Support and Guidance**

Our Employee Assistance Programme offers free and confidential advice available 24hrs, 7 days a week, 365 days a year. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. There is also access to an online health and wellbeing resource.

## **Annual Leave**

The Trust recognises the importance of a good work-life balance and provide generous holiday entitlements for support staff (for those staff who are on a full year contract). This entitlement is in addition to any Bank or Public holidays. If you work part-time, your holiday entitlement will be pro-rated.

## **Pensions**

All contracted members of staff will be automatically enrolled into the appropriate pension scheme (the Teachers' Pension Scheme or the Local Government Pension Scheme). Employees do not pay tax or national insurance on their contributions and the Trust adds a generous employer contribution

## **Advanced Voluntary Contributions**

LGPS support staff can make additional contributions into a scheme to top-up their pension. This is a "shared cost" scheme, which means that your contributions reduce the amount of tax and employee national insurance contributions that you pay.





## TEACHER

Contract type: Permanent

Contract Term: In line with Teachers working time 1265hrs over 195 days

Hours: 32.50 per week

Grade: Teachers pay scale + 1 SEN point

Salary: £31,067 - £32,916 - £51,048

Annual leave entitlement: N/A

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Are you a passionate and dedicated teacher looking to make a real difference in the lives of young people?

Educational Diversity is looking for a KS3/4 class teacher to join our supportive and forward-thinking team. We provide a nurturing and inclusive learning environment, ensuring that every student receives the tailored support they need to achieve their full potential. This is an exciting opportunity to work with a diverse cohort of learners, helping to remove barriers to education and inspire students to succeed both academically and personally.

The ideal candidate would be adaptable and can teach across a range of subjects. This skilled educator is compassionate and can engage students with a range of needs and abilities. The ideal candidate will be committed to fostering a positive learning environment and will bring creativity, resilience, and enthusiasm to the role. In return, we offer a welcoming team, professional development opportunities, and the chance to be part of a school that truly values inclusivity and student success. Applicants should ensure that their application clearly addresses the personal specification, demonstrating how their skills and experience align with the needs of the role.

In addition applicants must have:-

- Qualified Teacher Status or equivalent alongside an Honours degree
- A sound knowledge of Child Safeguarding
- Effective communication and interpersonal skills
- Have the ability to form and maintain positive relationships with disengaged young people

Closing date: 10th Feb 2026

Interviews to be held: 25<sup>th</sup> Feb 2026

Please return all completed application forms to be returned to [registry@eddiversity.blackpool.sch.uk](mailto:registry@eddiversity.blackpool.sch.uk)



**Job Description** – Please find full Job description and person specification attached

**Main purpose of the role:**

To provide a professional, high-quality approach to the curriculum within Educational Diversity, ensuring that all teaching and learning practices support the academic, personal and social development of students. The role is responsible for promoting the growth of each learner's abilities, skills and individual aptitudes across any class or group assigned, creating an engaging, inclusive and supportive learning environment.

The postholder will be expected to uphold, model and apply the Teachers' Standards at all times, maintaining the highest expectations for themselves and for the young people they teach. This includes planning and delivering effective learning experiences, assessing progress, and fostering positive attitudes to learning and behaviour. The role must also adhere to the professional responsibilities outlined in the School Teachers' Pay & Conditions Document, ensuring that curriculum delivery, classroom management and wider professional duties are carried out to a consistently high standard.

**Key responsibilities:**

- To teach students as assigned in the relevant Key Stages 1/2/ 3 and 4 who are accessing education at Educational Diversity on either short term or long term programmes.
- To take responsibility for planning and teaching.
- To provide pastoral support and care as a Form Tutor.
- To develop individualised plans for students as well as liaise with colleagues re: assessments and schemes of learning/ long term plans.
- To contribute to the development of curriculum innovations, literacy across the school, behaviour management strategies, accreditation, policies and procedures within the school, as well as delivering the specific subject area(s) and/ or keystage.
- To maintain professional boundaries at all times; to observe and uphold the values and ethos of the school whilst contributing to the overall vision of the organisation.
- To plan, design, produce and deliver an appropriate academic curriculum based on individual needs and entitlement, including the creation of teaching materials and resources which are appropriate to age and ability and are in accordance with the School's Improvement Plan and the Department Development Plan.
- Assess, record and report on the development, progress and attainment of pupils and within the school's guidelines record and report on the progress of individual pupils, including ILP's and pastoral support plans.
- To prepare pupils for public examinations and assess students for the purposes of such examinations, recording and reporting such assessments.

This is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.



## **Person Specification**

### *Qualifications*

- ✓ A good honors degree in a relevant subject, and/ or excellent subject knowledge (subject knowledge enhancement qualification)
- ✓ Possession of a recognised teaching qualification or E E A A or a willingness to engage in further training / development to obtain qualified teacher status (QTS)
- ✓ Evidence of relevant professional development

### *Experience*

- ✓ Experience of teaching KS1/ KS2/ KS3/ KS4 (GCSE, Functional Skills and/or equivalent) curriculum and courses successfully, and an understanding of effective assessment strategies
- ✓ Experience of and firm understanding of assessment practices including marking, feedback, reporting, tracking and monitoring
- ✓ Experience of working in a Pupil Referral Unit/ Alternative Provision/ Special School
- ✓ Experience of working effectively with disaffected pupils who display social, emotional, mental health and behavioural difficulties and to evidence progress and outcomes for those pupils which are in line with their potential.
- ✓ Experience of working effectively with pupils with special educational needs and to evidence progress and outcomes for those pupils which are in line with the potential.
- ✓ Experience of working effectively with teams of teachers and support workers, displaying team commitment, professionalism and loyalty.

### *Knowledge and skills*

- ✓ Excellent communication and interpersonal skills
- ✓ Understanding and knowledge of, fundamental British values and experience of promoting the personal development and wellbeing of children
- ✓ The ability to adapt quickly to a new environment, establish good relations with pupils and gain their confidence
- ✓ Awareness and understanding of safeguarding and welfare of children
- ✓ Ability to engage pupils positively whilst maintaining consistent boundaries.
- ✓ Confidence in managing highly challenging behaviour and ability to resolve issues independently, showing experience in supporting young people in addressing their behavioural barriers to learning and reintegration beyond school.
- ✓ Evidence of development of new curriculum materials to engage disaffected young people, children and young people with special educational needs, social, emotional, mental health and behavioural difficulties.
- ✓ A strong belief in the importance of supporting children and young people and inclusion in the widest sense.

# SAFEGUARDING INFORMATION

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## **Introduction**

Synergy Education Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

## **Safer Recruitment**

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

## **Application Stage**

All applicants are scrutinised to verify identity and academic qualifications, Professional references are requested using our standard pro forma for short listed candidates. As a minimum, references should be from the two most recent employers. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form require applicants to complete a disclosure of any criminal convictions.

## **Short listing**

Only those candidates meeting the criteria outlined in the person specification will be short listed. All short listed candidates will be subject to an online search as part of our safer recruitment due diligence.

## **Interview**

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

## **Appointment**

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

## **Probation**

All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification.

This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

## **Equal opportunities**

The Trust recognises the value of, and seeks to achieve a diverse workforce. We takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.



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[registry@eddiversity.blackpool.sch.uk](mailto:registry@eddiversity.blackpool.sch.uk)



[www.educationaldiversity.com](http://www.educationaldiversity.com)



c/o Athena, Whitegate Drive, Blackpool