



INFORMATION PACK CANDIDATES



The Raise Academy, Naylor Road, Widnes,
WA8 0B

Tel: 01260 490042

WHY THE RAISE ACADEMY IS A GREAT PLACE TO WORK

The Raise Academy is a brand new school opening in September 2024. The school will specialise in supporting pupils aged 12-16 with social, emotional and mental health difficulties, primarily from the Halton and St Helens areas. The school will provide a calm, safe and welcoming environment for pupils that might have struggled to succeed in traditional educational settings.

The Raise Academy pupils will have the opportunity to be engaged in a wide range of vocational and practical subjects that will give them new opportunities to progress personally, socially and academically. The curriculum will be underpinned by high quality and supportive Maths, English and Science and all lessons will be taught in small classes of up to 8 pupils, with teachers, learning mentors and pastoral/teaching assistants.

Our vision for The Raise Academy is to work tirelessly to provide excellence for every student. We hope to capture a new found curiosity and imagination to help all become the best versions of themselves, leading to high quality academic and vocational achievement and positive post-16 destinations.

The Raise Academy will also provide the opportunity for you as educators, and those supporting education to make a real difference in an environment that supports your professional development.

I hope you will want to join our team to help shape our school and create an aspirational environment for our pupils. Please get in touch if you have any questions and I look forward to hearing from you

Yours sincerely

Paul Eager, Headteacher



We are an employer of choice for teaching and support staff



Anna (teacher)

I love working at The Axis Academy. Staff and pupils are a family, supporting each other, and celebrating successes. Lives are without doubt, transformed because of the Yes Trust.

Rhiannon (teacher)

Coming from a mainstream background I was nervous but excited for the opportunity to truly support students and families. I can truly say that applying was one of the best things I have done. Not only are the children at the forefront of the school, but I feel staff are really listened to and supported.

- A teaching day that ends at 14.40
- Small class sizes
- Fantastic classroom support
- Access to training and CPD including further professional qualifications
- Specialist training where required
- Cycle to work scheme
- Flexible and supportive approach to work
- Free lunch at school (we eat with the children and take our break later)
- Free parking (including charging stations on most sites)
- Nursery benefits
- Tusker car salary sacrifice scheme
- Education Mutual – **private health support** - access to a 24/7 GP, free face-to-face counselling, physiotherapy, nurse help-line, prescription service whenever you need it

Our Trust

Together, we have developed a growing family of schools which makes a difference for children and young people. As we continue to set and raise the bar in all the work we undertake, we are keen to maintain our national recognition as one of the highest achieving alternative provision and SEN multi-academy trusts in the country.

Our ability to make that difference rests on our vision and our core values which include an absolute belief in the importance of collaboration and mutual support, and on our recognition of the trust as a family of schools in which colleagues are equally valued. We unashamedly use words like "kindness" and "compassion" in our values.

We want to continue this further, and to become the employer of choice for teaching and support staff across the region.

A handwritten signature in black ink, appearing to read "Nic Brindle".

Nic Brindle, CEO

Mission statement: Transforming lives

We are: (our core values)

- Child centred
- Adaptive and sensitive to need
- Authentic in our relationships

We strive for:

- Solution-focused mindsets
- A climate of reflection and feedback
- Intrinsic motivation
- Continual improvement
- A culture of collaboration

Our minimum expectations of our staff are:

- Belief in our core values
- Professional conduct at all times
- Appropriate communication
- Ability to follow direction
- Kindness and compassion
- Flexibility and adaptability

The Youth Engagement Schools Trust (YES TRUST)

Safer Recruitment Policy Statement

The safe recruitment of staff in the YES Trust is the first step in the effective safeguarding and promotion of welfare for our children. The YES Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and other workers in the YES Trust to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The YES Trust recognises the value of, and seeks to achieve a diverse workforce which includes people from diverse backgrounds, with different skills and abilities. The YES Trust is committed to ensuring that the recruitment and selection of all who work within The YES Trust is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. The YES Trust will uphold its obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion, or creed.

The YES Trust will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role.

The YES Trust will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. The YES Trust will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed to the YES Trust.

The following pre-employment checks will be required:

- receipt of at least two satisfactory references as well as verification of the candidate's identity and a satisfactory Enhanced DBS check
- verification of the candidate's medical fitness

- verification of qualifications
- verification of professional status where required e.g. QTS status (unless properly exempt)
- the production of evidence of the right to work in the UK
- for teaching posts, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)

NB It is illegal for anyone who is barred from working with children to apply for, or work in our YES Trust in any voluntary or paid capacity.

*In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. The YES Trust will liaise with you and where they agree to defer in such cases, referees will be contacted immediately after interview and before an offer of employment is made.

The YES Trust maintains a single central record of recruitment and vetting checks, in line with the statutory requirements.

The YES Trust requires all staff and volunteers who are convicted or cautioned for any offence during their employment to notify the school, in writing of the offence and penalty.

All posts within the YES Trust are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Disclosure & Barring Service Certificate.

The YES Trust is committed to ensuring that people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position. This will depend on the background, nature, and circumstances of the offence(s). The YES Trust's Recruitment (pre-employment checks) Procedure outlines the considerations that will be taken into account when determining the relevance of a criminal record to the post.

The DBS has published a Code of Practice and accompanying explanatory guide. The YES Trust is committed to ensuring that it meets the requirements of the DBS in relation to the processing, handling, and security of Disclosure information.

A copy of the YES Trust's draft Safer Recruitment Policy & Procedures is available on request.

Working Arrangements:

We believe the YES Trust is a supportive, rewarding place to work and we believe our terms and conditions of employment reflect this.

We hope that given length of service protection provided in our contracts, most members of staff will want to move over to our T&Cs. There are some differences, however it is our aim that no one should be worse off for moving to YES Trust working arrangements. **This is provided for information only and is not contractual. Nor does it confer contractual rights.**

	YES Trust Working Arrangements	How does this compare with most national terms/ LA and conditions?
Teacher's pay	<ul style="list-style-type: none"> • M1-UPS1 Matched • UPS2 – paid as a bonus • It is important we are competitive in the marketplace and can attract the best candidates to our school teams • No additional SEN payments • Performance related additional payments are awarded to nominated staff across all schools 	<ul style="list-style-type: none"> • M1 – UPS3 • SEN payment
Support Staff Pay	<ul style="list-style-type: none"> • We currently broadly match national pay arrangements for support staff. • It is important we are competitive in the marketplace and can attract the best candidates to our school teams. • No additional SEN payments • Performance related additional payments are awarded to nominated staff across all schools 	<ul style="list-style-type: none"> • NJC salary scales has some compressed salary bands and there are some higher increments on this scale (please see table below) • SEN payment
Notice Period Support Staff	<p>From Employee:</p> <ul style="list-style-type: none"> • During Probationary period – 1 month • After probationary period 1 month (2 months for more senior roles) <p>From Employer:</p> <ul style="list-style-type: none"> • Statutory provision to a maximum of 12 weeks 	<p>From Employee:</p> <ul style="list-style-type: none"> • 1 month <p>From Employer:</p> <ul style="list-style-type: none"> • Statutory provision to a maximum of 12 weeks

Pay Day	<ul style="list-style-type: none"> • 15th of the month or Friday/ working day before • 2 weeks in advance + 2 weeks in arrears 	<ul style="list-style-type: none"> • Last working day of the month
Pay Cycle	<ul style="list-style-type: none"> • Post appraisal – September of each year or back dated to September. • Some support staff increases outside of this usually as a response to national arrangements 	<ul style="list-style-type: none"> • Post appraisal – September of each year or back dated to September • Some support staff increases outside of this usually as a response to national arrangements
Additional benefits	<p>PERKBOX – flexible benefits – discounts which can be used on special purchases services or at supermarkets.</p> <p>Employee Assistance Programme including fully funded GP/ Counselling and Physiotherapy.</p> <ul style="list-style-type: none"> • Cycle to work scheme • Tech salary sacrifice • Nursery benefits • Tusker Car Scheme (dependent on salary) 	No comparable provision
Staff meals	<ul style="list-style-type: none"> • We know how much all our staff give to our students and the value of social time spent with them • Free breakfast, drinks and lunches provided to all staff <p><u>Staff eat with the children and take their break later in the day</u></p>	Provision not standardised

Sick pay entitlement (teaching staff)	<ul style="list-style-type: none"> • <u>(During 1st year of service:</u> 25 days full pay and, after completion of the 6-month probationary period, 50 days half pay • <u>(During 2nd year of service:</u> 50 days full pay and 50 days half pay • <u>(During 3rd year of service:</u> 75 days full pay and 75 days half pay • <u>During 4th and successive years of service:</u> 100 days full pay and 100 days half pay 	<ul style="list-style-type: none"> • <u>(During 1st year of service:</u> 25 days full pay and, after 4 months, 50 days half pa • <u>(During 2nd year of service:</u> 50 days full pay and 50 days half pay • <u>(During 3rd year of service:</u> 75 days full pay and 75 days half pay • <u>During 4th and successive years of service:</u> 100 days full pay and 100 days half pay
Sick pay entitlement (support/ non-teaching staff)	<ul style="list-style-type: none"> • <u>(During 1st year of service:</u> One month's full pay (including periods of school closure) and, after completion of the 6-month probationary period, 2 month's half pay • <u>During 2nd year of service:</u> 2 months' full pay and 2 months' half pa • <u>During 3rd year of service:</u> 4 months' full pay and 4 months' half pay • <u>During 4th and successive years of service:</u> 6 months' full pay, 6 months' half pay 	<p>Slightly less favourable than YES Trust</p> <ul style="list-style-type: none"> • <u>During 1st year of service:</u> 1 month's full pay and, after completing 4 months' service, 2 months' half pay • <u>During 2nd year of service:</u> 2 months' full pay and 2 months' half pay • <u>During 3rd year of service:</u> 4 months' full pay and 4 months' half pay • <u>During 4th and 5th year of service:</u> 5 months' full pay and 5 months' half pay • <u>After 5 years' service:</u> 6 months' full pay and 6 months' half pay
Sickness absence protocols	<ul style="list-style-type: none"> • Contact Headteacher morning you are off (before 8.30) • Maintain contact as agreed • RTW meeting as soon as colleague returns (every time as this is an opportunity to pick up and address any underlying issues) • Sicknote/ fit note after 7 days of absence (i.e. day 8) including weekends 	<ul style="list-style-type: none"> • Contact Headteacher morning you are off (before 8.30) • Maintain contact as agreed • RTW meeting as soon as colleague returns (every time as this is an opportunity to pick up and address any underlying issues) • Sicknote/ fit note after 7 days of absence (i.e. day 8) including weekends
Attendance Triggers	<ul style="list-style-type: none"> • 3 separate days of in any 12 months 	<ul style="list-style-type: none"> • 4 separate days in any 12 months

("trigger" should lead to a supportive, informal discussion in the first instance)	<ul style="list-style-type: none"> • 10 days+ • Absence with a pattern 	<ul style="list-style-type: none"> • 10 days+
Absence with a stress element	<ul style="list-style-type: none"> • A stress risk assessment • In some cases, an occupational health review 	<ul style="list-style-type: none"> • A stress risk assessment • In some cases, an occupational health review
Emergency dependent's leave	<ul style="list-style-type: none"> • No more than 5 days (to make appropriate arrangements) • Paid for the first day of absence (up to a maximum of 3 days in an Academic year). Any subsequent days taken as time off for dependents (statutory right), is to be taken as unpaid leave. • Provision for additional support of dependents (I.e. medical appointments) on a case-by-case basis 	<ul style="list-style-type: none"> • Up to 6 days with pay -only the first day of each occasion is with pay unless exceptional circumstances apply • Any subsequent days taken as time off for dependents (statutory right), is to be taken as unpaid leave. • Provision for additional support of dependents (i.e. medical appointments) detailed in policy
Domestic and personal emergencies	<ul style="list-style-type: none"> • For genuine emergencies/ unplanned events. • Unpaid – to a maximum of 5 days 	<ul style="list-style-type: none"> • Up to 6 days - only the first day of each occasion is with pay unless exceptional circumstances apply
Compassionate Leave	<ul style="list-style-type: none"> • 3 days paid leave for death of an immediate relative • 1 days paid leave to attend the funeral of a relative/ close friend 	<ul style="list-style-type: none"> • 1 days paid leave to attend the funeral of a relative/ close friend (up to 3 days if unavoidable travel)
Health Appointments	<ul style="list-style-type: none"> • Should be take outside working time. • Where there is no alternative, these can be taken, with notice, paid, with the permission of the headteacher • Paid 	<ul style="list-style-type: none"> • Should be take outside working time. • Where there is no alternative, these can be taken, with notice, paid, with the permission of the headteacher • Paid
Health Support	<ul style="list-style-type: none"> • Same day GP appointments with prescription services • Surgical helpline which in certain circumstances will fund treatment • Physiotherapy treatments 	<ul style="list-style-type: none"> • No comparable provision
Mental Health Support	<ul style="list-style-type: none"> • 6 face-to-face counselling sessions provided externally • 24/7 nurse practitioner and menopause helpline 	<ul style="list-style-type: none"> • No comparable provision

<p>Other guidance for time off can be found in the Leave of Absence and Time Off Policy</p>	<ul style="list-style-type: none"> • Religious observance • Jury duty • TA/ Magistrates/ School Governors and other public duties • Non-specific unpaid leave 	<ul style="list-style-type: none"> • As required – subject to headteacher's approval
---	---	---

YES Trust Contacts

Trust Central Team

The YES Trust Website: www.theyestrust.org

Main Office Phone Number: 01260 490042

Trust CEO:

Nic Brindle | ceo@theyestrust.org | 07597 596160

Trust Director of Business:

Chris Heptinstall | dob@theyestrust.org | 07394 566490

Trust Director of Education:

Helen Phillips | doe@theyestrust.org | 07936 943996

HR Manager: HR@theyestrust.org

Clair Watson | 07706 323961

Governance Officer:

Ilona Adu-Gyamfi | i.adu-gyamfi@theyestrust.org | 01260 490042

Trust Administrator:

Kate Spicer | admin@theyestrust.org | 01260 490042