The Sovereign Trust Candidate Application Pack

New Park Academy

New Park Academy are looking to appoint a D&T/Construction Teacher to join our team.

The full job description and person specification can be found at the end of this pack.

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The Sovereign Trust

About The Sovereign Trust

The Sovereign Trust is a growing family of schools and colleges committed to delivering exceptional opportunities for learning.

We believe that by learning and growing together, we can inspire every child and young person to achieve their highest personal potential, while experiencing individualised, innovative and creative education.

Our Vision

We create environments across our academies that:

- Nurture and support every learner
- Encourage curiosity and exploration
- Celebrate creativity and individuality
- Foster a lifelong love of learning

Our Journey

Established in 2016, The Sovereign Trust was founded with a clear ambition: to provide high-quality education for pupils with additional needs across the region.

Since then, we have grown from two special schools in Trafford to a Trust of six academies, including three in the Salford area, supporting learners from age 2 to 25.

Our Pupils

The majority of our pupils have an Education, Health and Care Plan (EHCP) and present with a wide range of needs, including:

- Autism
- Down syndrome
- Physical and medical needs
- Learning difficulties
- Social, Emotional and Mental Health (SEMH) needs

Our approach is built on understanding and responding to these diverse needs through specialist, inclusive practice.

Our People

We know that great academies are built by great people.

That is why we invest heavily in:

- Staff development and professional learning
- Leadership capacity and succession planning
- Creating supportive and collaborative working environments

Our leadership team includes professionals with a strong track record of transforming schools and sustaining outstanding outcomes.

Why Join Us?

This is an exciting time to join The Sovereign Trust.

You will be part of a Trust that:

- Is ambitious for its pupils and staff
- Values collaboration and shared expertise
- Is committed to continuous improvement
- Places wellbeing and professional growth at the centre of its work

Above all, we are driven by a shared commitment: to deliver exceptional opportunities for every child and young person in our care.

For more information, please visit: https://www.thesovereigntrust.uk/

New Park Academy

About New Park Academy

New Park Academy is part of The Sovereign Trust, joining the Trust in June 2018 alongside Manor Academy and Pictor Academy.

We are a specialist provision for pupils in Key Stages 2, 3, 4 and 5 (Years 3–13) who have been identified as having Social, Emotional and Mental Health (SEMH) needs, often alongside additional learning, communication or developmental challenges.

Many of our pupils arrive having experienced significant barriers to education. At New Park, we recognise that every young person's journey is unique. Our approach is rooted in a simple but powerful principle:

School should adapt to the needs of the child – not the other way around.

Our Approach

We pride ourselves on:

- Seeing each pupil as an individual
- Taking a flexible, creative and "out of the box" approach to education
- Building strong, trusting relationships as the foundation for learning
- Providing a safe, structured and nurturing environment

In addition to our school-based offer, for pupils who find traditional school settings particularly challenging, we have developed a thriving EOTIS (Education Other Than In School) programme, offering personalised pathways to ensure continued engagement in education, that is facilitated through learning mentors within the community and/or on occasion within students homes.

Curriculum

New Park Academy offers a broad and balanced curriculum, carefully adapted to meet the needs of our pupils.

Learners are supported to achieve a wide range of **external qualifications**, from Entry Level through to GCSE, alongside developing key life and employability skills.

Our curriculum places particular emphasis on:

- Engagement and re-engagement with learning
- Practical and vocational pathways
- Personal development and independence
- Preparation for adulthood

Specialist Support

We take a holistic approach to supporting our pupils, recognising that learning cannot happen without emotional wellbeing.

Our staff team includes a high proportion trained in ELKLAN, enabling us to effectively support communication needs across the school.

We also provide a range of targeted interventions, including:

- Counselling
- Therapeutic play
- Therapeutic art
- Dog therapy
- Nurture-based provision

Our Setting

- Key Stage 2 provision is based alongside Alder Brook KS2 PRU
- Key Stages 3 and 4 are delivered at our purpose-built site in Patricroft, Eccles
- Key Stage 5 is based at Salford Youth Zone

Our Ethos - “Believe and Succeed”

This underpins everything we do. We believe in every pupil’s potential and work tirelessly to help them succeed—both in education and in life.

Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining New Park Academy.

Our school serves pupils with Social, Emotional and Mental Health (SEMH) needs, many of whom have experienced barriers to education. At New Park, we are committed to providing a structured, supportive and ambitious environment where every pupil can succeed.

Design & Technology and Construction play a vital role in our curriculum. These subjects allow our pupils to develop practical skills, confidence and independence—often re-engaging those who have struggled in traditional academic settings.

We are looking for a teacher who shares our commitment to making a difference and who understands that strong relationships underpin successful learning.

If you are passionate about your subject and want to work in a school where your impact is visible every day, we would be delighted to hear from you.

Yours sincerely,

Laura Clegg

Teacher of Design & Technology (D&T) / Construction

New Park Academy | The Sovereign Trust

Salary: MPS + SEN Allowance
Contract: Full Time | Permanent
Start Date: ASAP

Teach. Build. Change Lives.

This isn't a typical teaching role.

At New Park Academy, our pupils don't just need a teacher—they need someone who can engage, inspire and rebuild confidence through practical learning.

We are looking for a D&T / Construction Teacher who can bring learning to life in the workshop, helping pupils with Social, Emotional and Mental Health (SEMH) needs develop skills, resilience and a sense of achievement.

If you believe that relationships, come before results, but drive them, this could be the role for you.

What You'll Be Doing

- Developing and delivering an engaging, hands-on D&T/Construction lessons at KS2-KS5
- Create a calm, structured environment where pupils can succeed
- Use practical learning to re-engage pupils who may have struggled in mainstream settings
- Teach real-world skills that support independence and employability
- Work closely with Teaching Assistants and pastoral teams
- Maintain a safe and well-managed workshop environment

Who We're Looking For

You don't need to come from a special school—but you do need the right mindset.

We're looking for someone who:

- Is a qualified teacher (QTS)
- Has experience or a strong interest in D&T / Construction / practical subjects
- Can build strong relationships with pupils quickly
- Is calm, resilient and consistent
- Has high expectations but understands the importance of flexibility
- Can manage behaviour positively and effectively

Experience in SEMH or alternative provision is desirable, but not essential.

Why Join Us?

- A genuinely supportive and values-driven Trust
- Strong focus on staff wellbeing and workload
- Ongoing CPD and clear progression pathways
- Opportunity to specialise in vocational and SEMH education
- A team that works together—no silos, no egos

Most importantly: **You will see the difference you make every single day.**

Safeguarding

In line with Keeping Children Safe in Education, safeguarding is at the heart of everything we do.

All staff are expected to:

- Promote the welfare of children and young people
- Maintain vigilance and professional curiosity
- Report concerns immediately to the Designated Safeguarding Lead

All appointments are subject to:

- Enhanced DBS clearance
- Satisfactory references
- Pre-employment safeguarding checks

Key Dates

- **Closing Date: Monday 30th November 2026 by 8:00am**
- **Shortlisting Date: Monday 30th November 2026**
- **Interview Date: Wednesday 9th December 2026**

We reserve the right to close this vacancy early.

Visit the Academy

We strongly encourage candidates to visit New Park Academy to fully understand the role and environment.

To arrange a visit, please contact: **Laura Clegg: lclegg@newparkacademy.org**

Equal Opportunities

The Sovereign Trust is committed to equality of opportunity and welcomes applications from all suitably qualified candidates.

Why This Role Matters

This is more than a teaching role.

For many of our pupils, school has not worked before. Through D&T and Construction, you will help them:

- Experience success
- Develop confidence
- Build skills for the future

You will change how they see themselves.

Job Description and Person Specification

Teacher of Design & Technology (D&T) / Construction

Job Purpose

To deliver high-quality teaching and learning in Design & Technology and Construction to pupils with Social, Emotional and Mental Health (SEMH) needs.

To lead a safe, engaging and inclusive practical curriculum that supports pupils' academic achievement, personal development and preparation for adulthood.

Key Responsibilities

Teaching and Learning

- Plan and deliver high-quality lessons in D&T/Construction across KS3 and KS4
- Adapt teaching to meet SEMH and additional learning needs
- Create an engaging and structured learning environment
- Set high expectations for behaviour, engagement and achievement
- Use a range of teaching strategies to motivate reluctant learners
- Deliver accredited courses (e.g. BTEC/City & Guilds/GCSE where applicable)
- Provide high-quality feedback in line with school policy

Curriculum Leadership (D&T)

- Lead the development and delivery of the D&T/Construction curriculum
- Ensure curriculum intent, implementation and impact are clearly evidenced
- Maintain schemes of work, resources and assessment frameworks
- Promote practical, vocational and employability skills
- Contribute to whole-school curriculum development
- Support enrichment opportunities (e.g. projects, enterprise activities)

Behaviour and SEMH Support

- Establish a calm, consistent and safe learning environment
- Implement behaviour policies and de-escalation strategies

- Support pupils' social, emotional and mental health needs
- Work closely with pastoral and therapeutic teams
- Contribute to behaviour support plans and risk assessments

Assessment, Recording and Reporting

- Monitor, assess and track pupil progress
- Use data to inform planning and interventions
- Mark work in line with school and exam board expectations
- Contribute to EHCP reviews and reports
- Communicate pupil progress to parents/carers

Health & Safety (Critical Responsibility)

- Take full responsibility for health and safety within the D&T/Construction environment
- Ensure safe use of tools, machinery and materials
- Maintain up-to-date risk assessments (activities, environment and individual pupils)
- Ensure compliance with all relevant H&S legislation and school policies
- Deliver and reinforce safe working practices to pupils
- Ensure equipment is maintained and compliant

Working with Others

- Deploy and direct Teaching Assistants/HLTAs effectively
- Work collaboratively with colleagues across the school
- Engage with parents/carers to support pupil progress
- Liaise with external agencies where required
- Contribute to a positive staff culture

Safeguarding Responsibilities

In line with Keeping Children Safe in Education:

- Safeguarding is a core responsibility of the role
- Report concerns immediately to the Designated Safeguarding Lead (DSL)
- Maintain vigilance and professional curiosity
- Promote British Values and inclusion
- Follow safeguarding and Prevent procedures at all times

Professional Responsibilities

- Meet the Teachers' Standards
- Participate in appraisal and CPD
- Contribute to school improvement priorities
- Attend meetings, training and school events
- Maintain high standards of professionalism and conduct

General Duties

- Uphold the ethos and values of New Park Academy and The Sovereign Trust
- Comply with all Trust policies
- Undertake duties commensurate with the role
- Contribute to whole-school improvement

Person Specification

	Essential	Desirable	Application	Observation	Interview
Qualifications	• Qualified Teacher Status (QTS) • Degree or relevant qualification in D&T, Construction or related field • Additional CPD undertaken specifically on supporting pupils with SEN	• SEN qualification or training • Knowledge and understanding of a trauma-informed way of working in schools • Health & Safety certification relevant to workshop environments	✓		✓
Experience	• Experience of teaching D&T/Construction at KS3/KS4 • Experience of planning, delivering and assessing lessons • Experience in managing behaviour effectively • Recent experience of teaching in KS3, KS4 and or KS5 • Able to differentiate learning objectives to meet the needs of all levels of ability in the class. • Proactive in solving problems-being solution-focused during lessons • Creative in approach to planning and delivering lessons	• Experience working with SEMH pupils • Experience delivering vocational qualifications • Experience in a special school or alternative provision • Experience of using de-escalation strategies outlined by Team Teach	✓	✓	✓

Professional Understanding, Knowledge and Skills	• Strong subject knowledge in D&T/Construction • Experience of maintaining a high-quality, safe and stimulating learning environment • Understanding of SEMH needs and inclusive teaching strategies • Knowledge of behaviour management approaches • Understanding of safeguarding responsibilities • Ability to assess, track and improve pupil progress. • An in-depth knowledge and understanding of safeguarding and how to promote the wellbeing of pupils • Awareness of the Education Acts and the SEND Code of Practice	• Knowledge of exam board requirements (e.g. BTEC/GCSE) • Knowledge of vocational pathways and employability skills	✓		✓
Personal qualities	• Able to establish and develop good relationships with all those involved in the academy. • Able to work effectively as a team member. • Able to deal sensitively with people and resolve conflicts. • Resilient, calm and consistent approach • Strong interpersonal and communication skills • Ability to build positive relationships with pupils • High expectations of self and others • Commitment to safeguarding and inclusion	• Bring personal interests and enthusiasms to the local community • Ambitious • Flexible and solution-focused mindset • Passion for vocational education and engagement	✓	✓	✓

	• A good sense of humour and ability to find solutions in challenging circumstances				

This job description reflects current requirements and may be reviewed in line with school needs. Changes will be made in consultation with the postholder.

How to Apply

Are we the right opportunity for you?

If you wish to be considered for this vacancy, you should complete the attached application form and a supporting statement outlining your suitability for the role. Your supporting statement should address:

- Your teaching experience and subject knowledge
- Your approach to behaviour and SEMH support
- How you build relationships and engage pupils
- Your commitment to safeguarding

Please note that only applications on the Trust's application form will be considered. Candidates who submit a CV will not be short-listed. Completed applications are to be returned to **hr@thesovereigntrust.uk** to arrive by 8:00am on Monday 30th November 2026

Closing date for receipt of applications:	Monday 30th November 2026 by 8:00am
Shortlisting:	Monday 30th November 2026
Interviews for successful candidates will be held at New Park Academy:	Wednesday 9th December 2026

Safeguarding & Pre-Employment Checks

The Sovereign Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff, volunteers and partners to share this commitment.

Our recruitment process follows the principles set out in Keeping Children Safe in Education and reflects our robust approach to safer recruitment.

As part of this process:

- An online search will be carried out on shortlisted candidates as part of our due diligence checks
- Shortlisted candidates will be required to complete a self-declaration of criminal record and safeguarding information

All appointments are subject to:

- A satisfactory enhanced Disclosure and Barring Service (DBS) check, including a barred list check where appropriate and registering for the update service.

- A minimum of two years' satisfactory references, which may be sought before the interview
- Verification of identity and right to work in the UK in line with the Asylum and Immigration Act 1996
- Medical clearance
- Verification of qualifications and professional status (including QTS where applicable)

We are committed to ensuring that all recruitment decisions are made in line with safeguarding best practice and that all staff are suitable to work with children, young people and vulnerable adults.

A copy of our Safeguarding and Child Protection Policy is available on our website: https://www.thesovereigntrust.uk/policies-1/