



Current career opportunities in **Alternative Education**



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Take a closer look

Click on a link or visit the Trust website to find out more.

Or speak to one of the team.



2 x Transformation Mentor  
Salary: £23,836



Phonics Teaching Assistant  
Salary: £23,836



3 x QTS Teacher  
Salary: M3-UPS



A school that relentlessly champions the **boundless potential** of every individual



Leaders give pupils an education that captures their interest and helps them to prepare for the future. Pupils learn the skills they need to return to mainstream schools. Learning is broad, interesting and varied. Teachers check what pupils already know and remember.

**OFSTED 2020**



**Children absorb lessons from our words and our behaviour and character, shaping their understanding of the world.**

**Leadership and Management**  
The school's effective leadership model brings significant leadership across education and specialist support services.

**Strategic Lead**  
Executive Principal, Elizabeth Browne  
**Operational Lead**  
Head of School, Mark Clifford

**Quality of Education**  
Assistant Principal, Teaching & Learning, Rachel Lee  
(starts 22nd April 2025)

**Quality of SEND**  
Assistant Principal: SEND, Michele Picker

**Quality of Provision**  
Assistant Principal: Pastoral, Rebecca Jones

**Quality of Support**  
Transformation Lead: Jermaine Shread  
Pastoral and Safeguarding Officer: Zack Oxley

The team are supported by a large specialist team of teachers and support professionals.

## The Opportunity

This is an exciting opportunity to join a team central to the city's Alternative Provision Strategy. Denewood Academy is an onsite school for children aged 7 to 14 that has received a million-pound investment from the Trust over the past year to enhance the quality of facilities for our pupils and the team. We are not finished yet; this year, with a further £800,000 Trust investment, we will transform the entrance and improve family and workforce facilities, ensuring our investment is also focused on our people.

We have much to accomplish right now, and we seek dynamic, child-centred professionals to join us on our transformational journey. Over the next twelve months, the Trust will shift from focusing on a 7-14-year-old model to a post-14 approach. This change will complement the future onsite Unity 11-16-year-old school and support the realisation of a **£20 million investment in Bowden Academy**, a purpose-built turnaround Free School for 7-13-year-olds located in the heart of Nottingham.

**There are incredible possibilities today and, in the future, and the real question you should be asking is not if you will join but when you can embark on this exciting journey.**

These positions present an exciting and challenging opportunity for the right candidates. Postholders will help change children's attitudes to education by ensuring they receive high-quality teaching and support. The focus will be on ensuring our pupils progress and access their next steps in education, employment, and training.



The team does not shape our children into good people; they remind them daily that they are good people.



## The roles

Following a remarkable 65% increase in pupils educated onsite and the successful recruitment of senior leadership and safeguarding roles, we are keen to build on our team's achievements and strive for even greater expansion:

- Transformation Mentor (x2)
- L3 Phonics Teaching Assistant (x1)
  - QTS Teacher (x3)

You can find details about each exciting role and how to apply can be found on our Trust website:

<https://www.raleightrust.org/work-with-us/>

Please note that some posts may be offered under Service Level Agreements to specialist providers. The Trust reserves the right to close adverts early and before the stated date should we receive a large volume of applications sooner than anticipated.



About the  
Raleigh  
Education Trust



Empowering through education



Imagine a future where every person is celebrated and valued for their unique qualities.





That is the vision of our growth strategy: building a world where everyone is seen as special.

**OUR VISION**

**EMPOWERING THOROUGH  
EDUCATION**

**OUR MISSION**

We focus on children and are dedicated to igniting a passion for excellence. We empower them to unleash their full potential by cultivating their skills and **character**. We believe that by fostering qualities such as **confidence, curiosity, creativity**, and empathy, they will be well-equipped to overcome any **challenge** that life may bring. With this mindset, they can seize every opportunity that comes their way with determination, and we are proud to be a part of their journey.

**OUR SHARED WORKFORCE COMMITMENT**



**An inclusive workplace where all are supported to thrive in a safe and secure environment.**



**A culture of curiosity and challenge ensures our work reflects on, and celebrates, our diverse community.**



**Professional growth and development opportunities for all through a dynamic and responsive programme of learning and support.**



**We harness the transformative potential of education to empower all in our community.**

**STRATEGIC GOALS**

**IMPROVEMENT**

Our children deserve the very best, and we are committed to providing them with **exceptional education, care, guidance, and support** to help them reach their full potential.

**EMPOWERING**

We will secure excellence in education by empowering every member of our organisation to **voice their ideas and contribute** to improving our children's learning experience in our diverse schools.

**INFLUENCE**

We want every child to benefit from an all-inclusive education, regardless of the school they attend. We will **extend our helping hand** to schools and trusts in need, to enable every child to achieve well.

**SCALE**

We can create a powerful financial economy of scale by establishing diverse educational hubs across multiple regions. This will allow us to increase school budgets and invest where it is most needed.

**STRATEGIC OUTCOMES**

**OUR CHILDREN**

When we empower our children to take an active role in their growth and development, we **equip them with the knowledge and tools** to seize every opportunity that comes their way with enthusiasm and excitement.

**OUR PEOPLE**

Together, our workforce embodies our shared commitment towards a **values-driven culture**. We're united in our mission to make a positive impact and know that every team member is valued.

**OUR PARTNERS**

As system leaders, our reach to other schools extends far beyond our trust, empowering us to create better outcomes and **brighter futures for the children** and families across the regions we support.

**OUR ORGANISATION**

One organisation: a future where our schools are harnessing the power of the cloud and centralised systems and utilising the wealth of assets and capabilities. Through this approach, we are creating a world where classrooms are fully funded, allowing for the **growth and development of our children in ways that were once thought impossible**.



Our School – click each school to find out more



Extending our family over the next two years

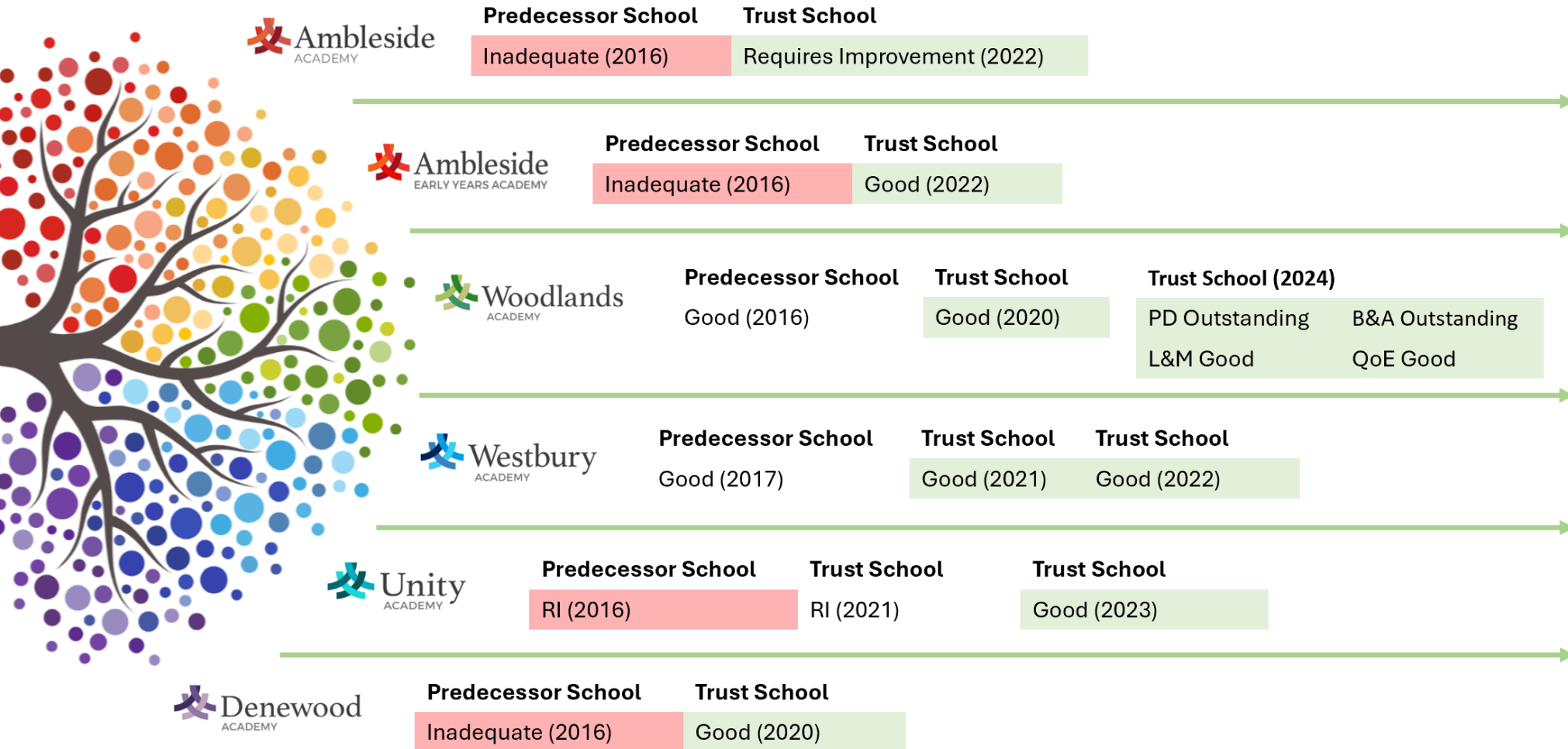


Specialist teams supporting schools and academies across the city of Nottingham



# Our impact

## Our Ofsted Journey



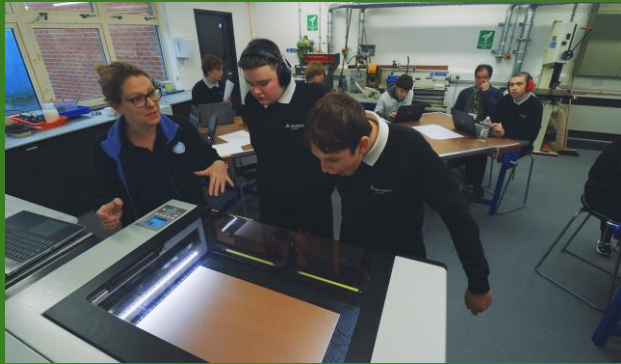
Treating children with dignity is essential. It means attending to their needs, nurturing their strengths, and celebrating their inherent worth.

**We empower** our children to thrive and reach their full potential in our flourishing schools by fostering a supportive environment.

# Empowering an inclusive children first culture



All members of our Trust collaborate to establish a culture of aligned autonomy. This means school leaders are free to express themselves and make decisions regarding their schools to ensure an all-inclusive, high-quality education. Our school leaders are also Trust leaders, and we work together every day to identify and remove obstacles that prevent children from accessing high-quality education. We are guided by our fundamental values about our children (which we refer to as the **five C's: Character, Confidence, Curiosity, Creativity and Challenge**) and our mission to empower all children through their education.



We believe every child is unique, and our Trust is committed to working with children and families who need extra help. The central team influences decisions based on the SEND Code of Practice definition of inclusion, which is **the gradual elimination of barriers to learning and participation**.



We place a lot of importance on children identified as having Special Educational Needs and Disabilities (SEND). However, we work hard to avoid using this term as it implies that these children are fundamentally different and struggling in school because of their differences. The system and structure of education often hinder their ability to thrive, so we spend a significant amount of time and resource considering the curriculum and the entire school environment, as well as our children's relationship with these environments. We refer to these individuals as **"children who find learning difficult"**, acknowledging that we all need extra help sometimes.

We know that changing systems, structures, and environments does not necessarily mean that all children will not require a helping hand or will be able to learn at the same speed as others. **Every child needs exceptional adults to help them succeed**, and we are fortunate to work with an exceptionally talented and committed workforce at the Trust.

The Trust unveiled three new vital spaces: a vibrant dining room, an innovative Food Technology classroom, and a state-of-the-art catering kitchen.

A transformative investment of £300,000 over the Autumn Term



Since the start of July, **Denewood Academy** has embarked on an inspiring journey to enrich the learning environment for their growing community. The school also increased onsite pupil capacity by 40%, created two new classrooms, several intervention rooms, and a beautifully refurbished Art Room.

On December 16th, we proudly hosted the inaugural Future Chef regional final for talented pupils in alternative education. Sixteen aspiring chefs showcased their creativity and skill in the new Food Technology classroom at Denewood Academy. The students' remarkable dishes inspired our esteemed hospitality centre judges. Two exceptional winners emerged, ready to represent alternative education at the prestigious grand final in the New Year.



We have invested over £500,000 to unlock the power of outdoor learning spaces



Our children make meaningful connections between classroom learning and real-world experiences. We inspire creative thinking and ignite a passion for learning. We cultivate critical thinking and problem-solving skills that **empower** our children to thrive. With a clear understanding of the relevance of their education, they develop essential life skills. Our dedication to outdoor spaces creates a multi-sensory approach to learning, allowing outdoor environments to foster relaxation and inspire growth in all learners.



Leaders have prioritised the teaching of phonics and early reading. A recently introduced phonics scheme has been implemented well. Staff have received appropriate training. There is a consistent approach that starts in Year 3. This new approach is beginning to help pupils become confident and fluent readers. **Westbury Ofsted Nov 2022**



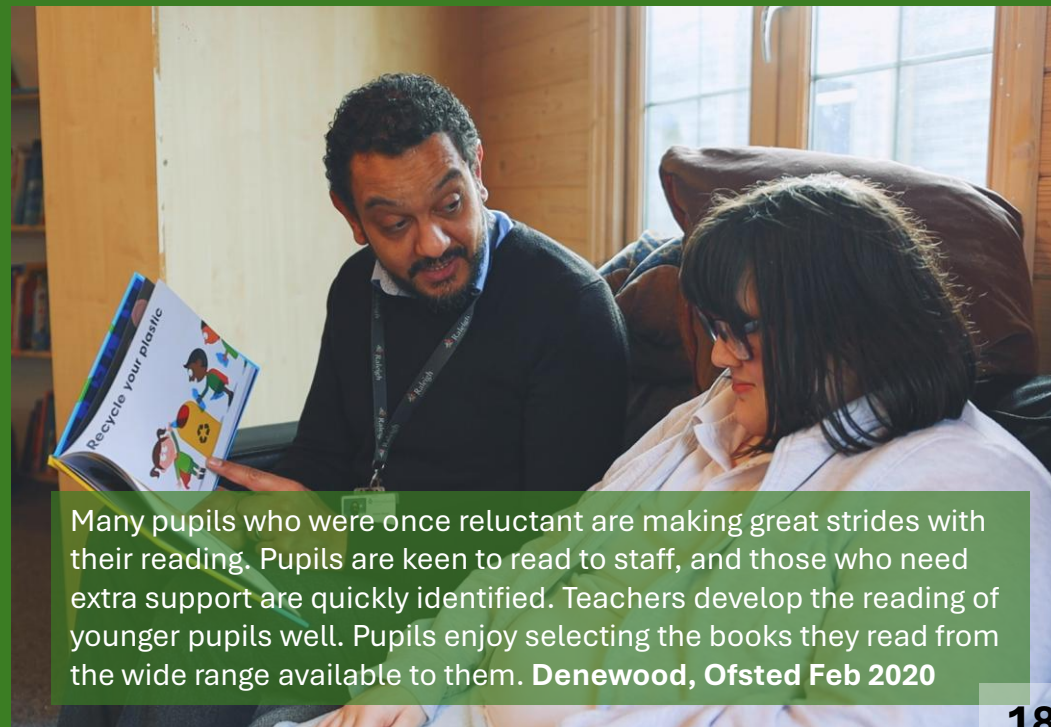
Reading is given the upmost priority. Leaders ensure that pupils have access to a wide range of literature so that they develop a deeper understanding of the school's curriculum. Leaders have designed an early reading programme. Most reading books are well matched to pupils' abilities. Staff have regular support to understand how to deliver this reading programme. This enables pupils to learn to read quickly and efficiently. When pupils fall behind, teachers provide support to enable them to catch up quickly. **Ambleside, Ofsted Feb 2020**



All schools harness the rich and diverse expertise found within our community. Ambleside's Phenomenal Phonics and Early Reading programmes ignite a profound love for the wonder of books across our schools, showcasing the incredible power of collaboration for our children's futures.



The school prioritises communication and reading. There is a systematic approach to teaching early reading and phonics. Well-trained staff provide consistent teaching. Pupils read from books that match the sounds they know. They develop well as increasingly fluent readers.. **Woodlands, Ofsted Dec 2024**



Many pupils who were once reluctant are making great strides with their reading. Pupils are keen to read to staff, and those who need extra support are quickly identified. Teachers develop the reading of younger pupils well. Pupils enjoy selecting the books they read from the wide range available to them. **Denewood, Ofsted Feb 2020**

In the past 18 months, we have invested £250,000 across the Trust in hardware and software to enable our pupils and workforce to utilise technology, stimulating children's imagination and curiosity.



Across our Trust, we do not believe in isolation when a child needs time out. We focus our time, energy and financial investment on ensuring our children's needs comes first. Our immersive spaces help children regulate their emotions and develop skills. These spaces are designed to help children manage their energy levels and feelings. They are tailored to each child's needs with lighting, sound, and sensory materials. Sensory rooms can help children relax, reduce anxiety, and improve emotional control.



The Trust has proudly invested over £200,000 to create immersive spaces that empower children in their critical moments of need.

We firmly advocate for the benefits of outdoor calm and quiet spaces in helping children regulate their emotions. Such environments offer a safe and comfortable setting where children can actively practice self-regulation techniques and effectively learn to identify and manage their feelings.





We choose to invest in this way because the fresh air and open spaces of the outdoors provide a soothing refuge for children. In this vibrant setting, they can explore their senses—touching flowers, listening to birds, and savouring the scents of nature. This exploration not only strengthens brain connections but also fosters self-awareness and resilience.

Moreover, the outdoor environment encourages children to communicate, share, and navigate conflicts easily. The chance to shine and experience personal satisfaction ignites their motivation and cultivates lasting

**happiness.**



Professional Development  
TRUST CENTRAL OFFER  
2024-2025



Aspirant  
TEACHERS



Excellence  
IN



Growing  
LEADERS



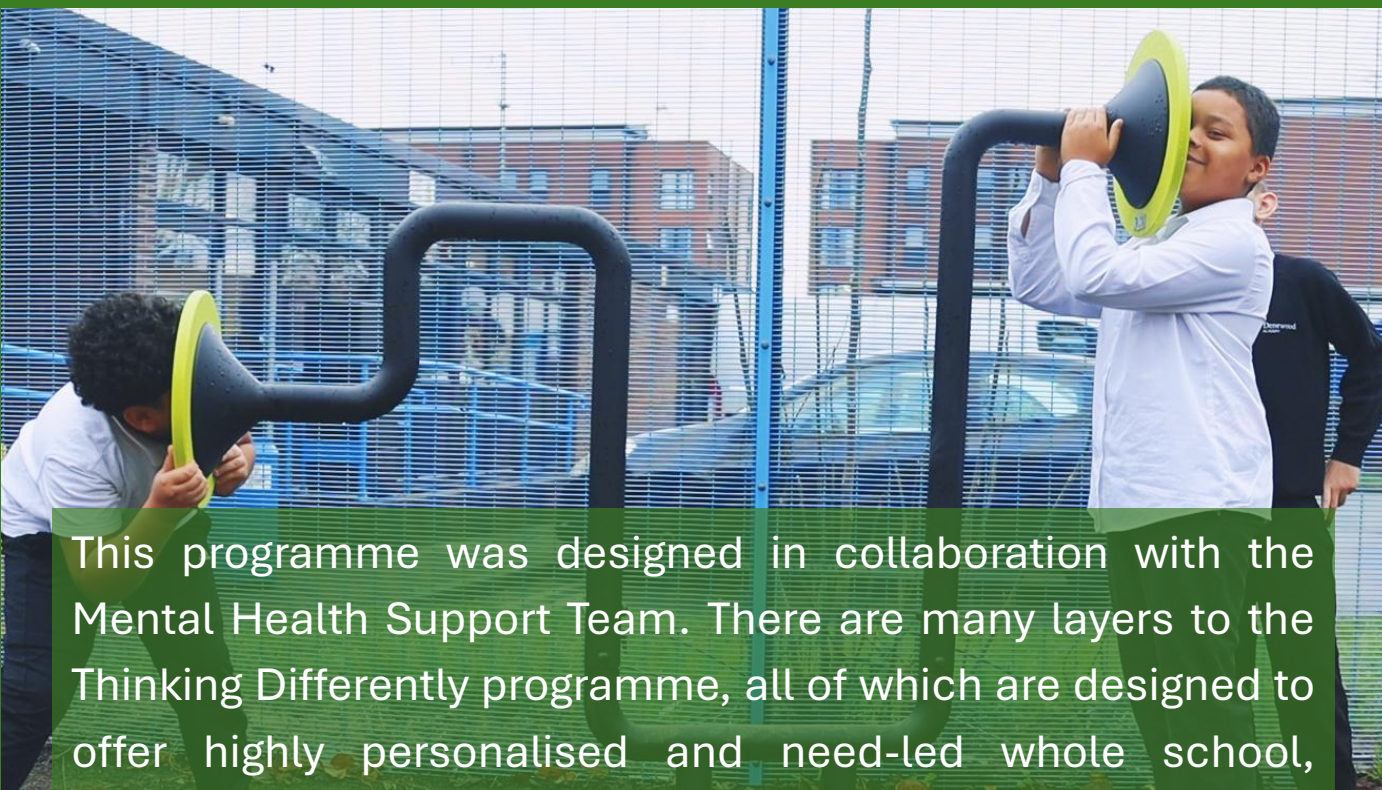
Thinking  
DIFFERENTLY



Specialist  
PRACTITIONERS

'Thinking Differently' is a journey to understanding the whole child, recognises the importance of seeing the person behind the behaviour, with a greater emphasis on the cause rather than the symptom.

This is an ever-evolving, outward-facing programme of professional development aimed at upskilling and enhancing toolkits to allow adults to understand and support children and their families in overcoming barriers they may have experienced or are experiencing.



This programme was designed in collaboration with the Mental Health Support Team. There are many layers to the Thinking Differently programme, all of which are designed to offer highly personalised and need-led whole school, specific teams, and/or individual professional development.



Example programme structure



- 21.8% Local Government Pension Scheme, employer contribution.
- Cycle To Work Scheme
- Health Assured Programme.
- Term Time Only – paid monthly over 12 months.
- Adopt National Terms and Conditions.
- Adopt National Public Sector Annual Pay Awards.
- Mental Health 1<sup>st</sup> Aid Training for all staff.
- In-house and external professional development training.



**Employee benefits  
for support  
employees.**

# Employee benefits for teaching employees.

- 28.6% Teacher Pension Scheme, employer contribution.
- Cycle To Work Scheme
  - Health Assured Programme.
- Adopt National Terms and Conditions.
- Adopt National Teacher Annual Pay Awards.
- Mental Health 1<sup>st</sup> Aid Training for all staff.
- In-house and external professional development training.



# Raleigh

EDUCATION TRUST

Empowering through education



**Take the next step - what are you waiting for?**

Visit [www.raleightrust.org](http://www.raleightrust.org) for more details and how to apply.





**Empowering through education**

