

EDUCATION WELFARE OFFICER RECRUITMENT PACK

February 2024



Meet our Headteacher



Headteacher

Woodlands School is a Special School catering for pupils aged nine to sixteen who have Special Educational Needs (SEN), specifically Social, Emotional and Mental Health needs (SEMH).

The school has facilities for and can accommodate up to 84 pupils with EHC plans on a non-residential basis.

Children are admitted from year five to year eleven and are taught in small groups with a high staff ratio, usually two members of staff to each teaching group; one teacher and one Special Support Assistant. The high staff to pupil ratio within classrooms is recognition that pupils coming to Woodlands School have a range of learning, social, emotional and mental health needs. Consequently, they require a significantly higher level of support to enable them to access education where they have previously struggled in mainstream settings.

Woodlands has a very strong ethos that places the child / young person at the centre of everything we do. We recognise that the young people we have in our school want to do well and want to achieve. We understand that sometimes they struggle to regulate their behaviour and we aim to support them through co-regulation to learn to manage themselves, so they are ready to leave

Woodlands and cope in the world outside.

All our staff have specialist training to support children and young people who have difficulties forming attachments to adults, have experienced trauma and loss and who have experienced, for whatever reason, a disrupted and unstable education before they come to us. We offer extensive pastoral support and a number of therapeutic interventions.

Our curriculum is broad and balanced. We provide a strong academic curriculum to GCSE / Level 2 and additionally a bespoke approach through our 'Oaks' bespoke provision, which includes elements of the academic curriculum and also vocational learning both in school and off-site. The curriculum is centred around the needs of the child or young person set out in their Education, Health and Care Plan and is reviewed frequently.

Our ultimate aim at Woodlands is to prepare our young people for adulthood and enable them to take their next steps knowing they have the skills for independent living and the knowledge and understanding to become healthy adults who can access employment and engage positively with their communities.

Job description



Post title

Education Welfare Officer



Salary

Grade 8 – 10 £15.44 - £19.00
per hour



Hours of work

Up to 37 hours per week term
time plus 4 weeks



Post status

Fixed term in the first instance

We offer

- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway
- Career development opportunities
- Excellent resources and facilities
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice
- Benefits including funded counselling, physiotherapy and GP and other medical support
- As a school in the Marches Academy Trust teachers have opportunities to engage with staff across the Trust to support and collaborate with peers and colleagues in sharing the expertise across our family of schools.

Responsible to:

- Assistant Headteacher - Inclusion

Outline of role:

- Facilitate and manage bespoke intervention packages
- Monitor attendance of pupils who access alternative provisions and devise and implement intervention strategies to improve these issues.
- Effectively support vulnerable students to manage their own behaviour in order to prevent suspension and disaffection from the core provision within the Alternative Provision
- Oversee and quality assure Alternative Provision
- Be part of the school's Early Help offer, working closely with the Director of Safeguarding to identify needs early and intervene with the right support at the right time.

Main duties:

- Evaluate the quality of teaching and learning at the alternative provision they use and the impact of this on pupils' progress towards the qualifications they are studying at their placements.
- Evaluate the academic, personal, and social progress being made by all pupils who attend alternative provision, ensuring that the targets set for academic progress are suitably challenging.
- Visit the provision regularly to carry out quality assurance checks.
- Consider ways to track and evaluate the impact of alternative provision on pupils' employability skills.

- Ensure that commissioning partners, and the Assistant Headteacher with responsibility for inclusion, understand the progress made by pupils who attend alternative provision, so they can ensure that decisions made about value for money are well informed.
- Ensure the Personalised Learning Plans and/or Flexible Learning Plans are kept up to date and agreed with all parties on a two-weekly basis.
- Complete PEPs / Annual Reviews for Orchard pupils.
- Develop, monitor, and review pupil safety plans and Risk Assessments, and any other relevant documentation and support deemed appropriate and necessary by the line manager and Headteacher of Woodlands School.
- Liaise with the relevant EWO and Education Access representatives regarding the plans to ensure statutory compliance.
- Report progress at Wave meetings.
- Report half termly to SEND / EAS teams.
- Be the contact point for parents and carers of Orchard Pupils.

Developing self and leading others:

- Take responsibility for own professional development including maintaining an up to date knowledge of developments and related legislation including engaging fully in performance management of self and other staff (if applicable)
- Contribute to effective staff induction and professional development
- Manage own workload, providing support where necessary and delegating where appropriate to ensure that professional duties are fulfilled, as identified

Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

In addition to the above all Marches Academy Trust staff are required to:






- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.







Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.

Person specification

	 Essential	 Desirable
 Qualifications and training	<ul style="list-style-type: none"> • Good standard level of education • 5 GCSEs or equivalent, including English and Maths. • Awareness of child protection, health & safety, security, confidentiality and data protection policies and procedures 	<ul style="list-style-type: none"> • First aid qualification (or be prepared to work towards) • Knowledge of the range of external support services and providers
 Experience	<ul style="list-style-type: none"> • Experience working with students whose behaviour presents as challenging • Experience of working with disadvantaged pupils • Awareness and experience of SEMH 	<ul style="list-style-type: none"> • Knowledge of the referral process for EHCP / GSP / BeeU / FPOC requests • Experience or understanding of Adverse Childhood Experiences (ACES) • Experience with non-school attenders
 Knowledge	<ul style="list-style-type: none"> • Excellent numeracy and literacy skills • Working knowledge of relevant policies / code of practice • Working knowledge of KCSIE 	<ul style="list-style-type: none"> • Thorough knowledge of safeguarding procedures • Experience of working with providers of Alternative education

Person specification

	 Essential	 Desirable
 Skills	<ul style="list-style-type: none"> • Excellent communication skills • Recognition of parental experiences with the education system 	<ul style="list-style-type: none"> • Family liaison experience
 Personal qualities	<ul style="list-style-type: none"> • Ability to relate well to young people who have experienced adverse childhood trauma / experiences • Ability to bring to the role, initiative, enthusiasm and commitment • The ability to see the child behind the behaviour 	<ul style="list-style-type: none"> • A strong sense of self

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour
- Attitudes to use of authority and maintaining discipline

Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal



Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

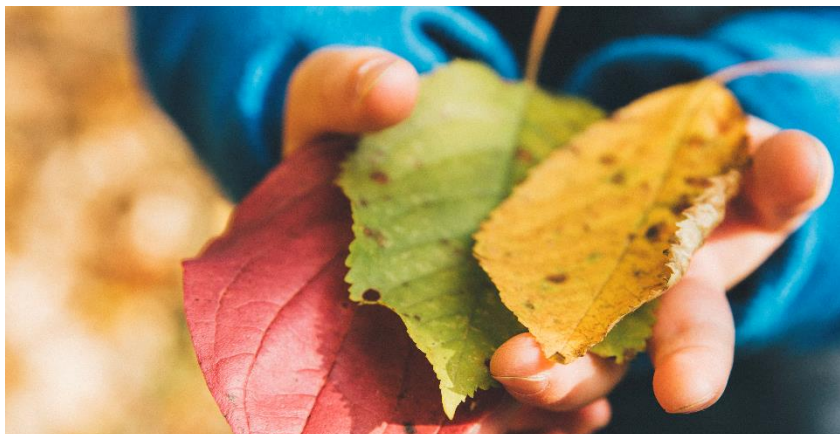
We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust,

have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Check out our video:

<https://youtu.be/RxuP4WDUM88>

Interested? Here's how to apply:

[Search for Jobs \(webitrent.com\)](https://www.webitrent.com)

The closing date for applications is:

Monday 19th February 2024

Interviews will be held:

Week commencing 26th February 2024

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in staff wellbeing and work life balance evidenced in policy and practice

Our Trust Vision Statement and Values



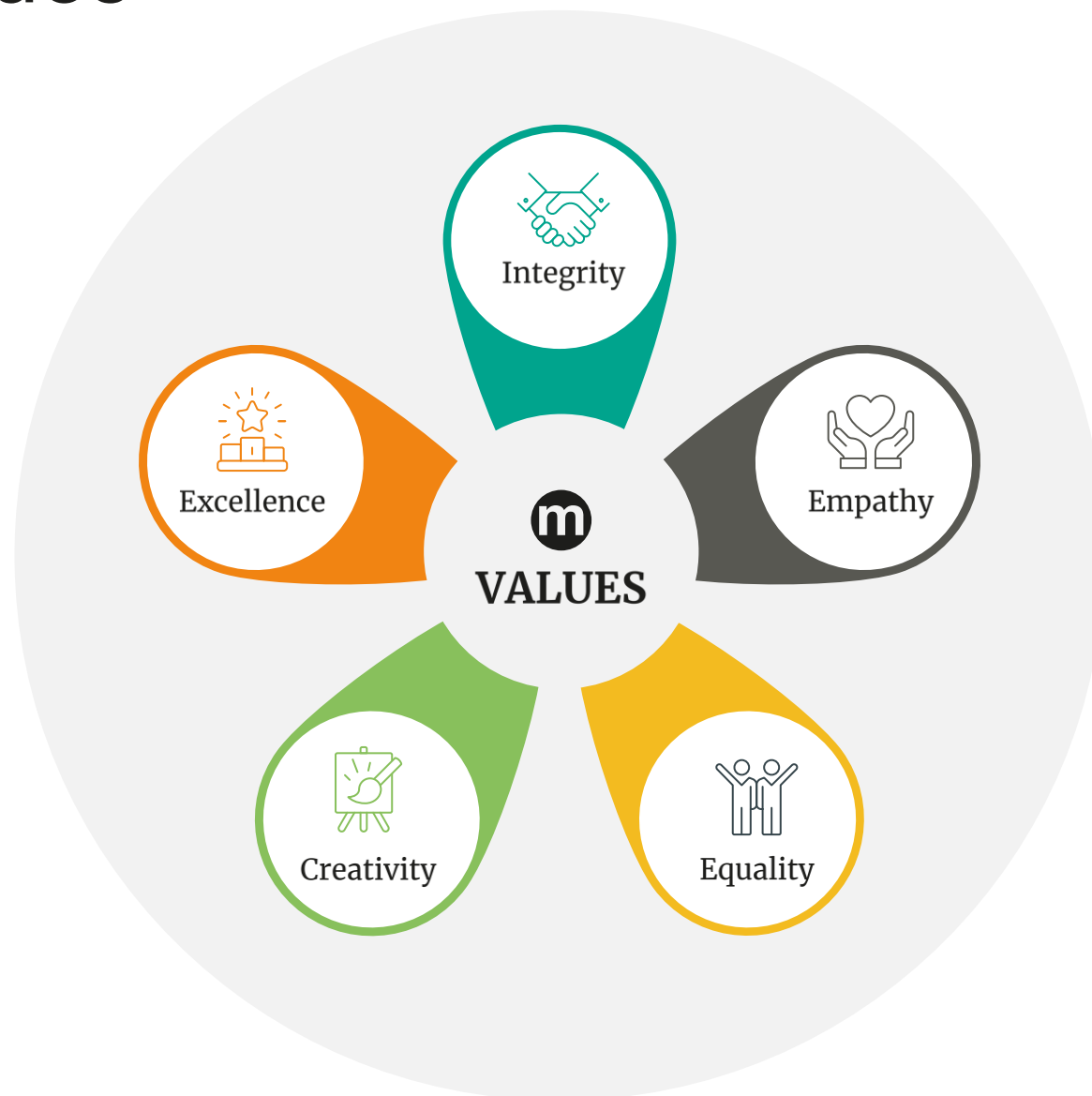
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!





We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust, you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director of People and Development.

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



Woodlands School

part of the Marches Academy Trust

Woodlands School and Outreach
Tilley Green
Wem
Nr Shrewsbury
Shropshire
SY4 5PJ

T. 01939 232372
E. admin@wdl.mmat.co.uk