Inclusion Worker (SEMH and Academic Support)

Recruitment Pack

ETHOS ACADEMY TRUST

Nurturing inclusive learning communities

CEO WELCOME

Dear Applicant,

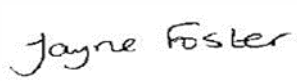
Thank you for your interest in this vital new post of Inclusion Worker at Ethos Academy Trust. We hope that the information contained within this pack provides sufficient information and helps you to decide if you have the right qualities, skills and experience to apply for this position.

The overarching aim of Ethos Academy Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We currently have four academies (Ethos College, Reach Academy, Evolve Academy and Engage Academy) and we have high aspirations for future growth. In addition to the academies, the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

Thank you for your interest in Ethos Academy Trust.



Jayne Foster
CEO, Ethos Academy Trust

HEADTEACHER WELCOME

Dear Applicant

Ethos College is based in Dewsbury, West Yorkshire and is a part of the Ethos Academy Trust. Ethos College provides long-term full-time education to Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. From our school, we also provide one to one teaching for a number of pupils across Key Stages 1 to 4 who are referred with medical needs or those whose needs are more complex.

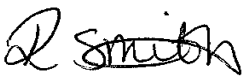
We are a well-established Pupil Referral Unit (PRU) with a long-standing reputation for achieving outstanding outcomes with vulnerable pupils. Our nurture-based philosophy underpins our practice. At Ethos College we provide a caring, stimulating, safe and welcoming environment where learning is enjoyable, and teaching is personalised to the needs and interests of individuals. Students are supported to fulfil their academic potential whilst developing the confidence and skills required to succeed in post-16 education, employment or training.

We recognise that children and young people may present themselves in a variety of ways. These may include becoming withdrawn or isolated from their friends and studies through to displaying challenging, disruptive or disturbing behaviours. For many young people these behaviours may reflect underlying mental health needs.

Our outstanding staff team are skilled at working with young people with needs across the SEMH range. In partnership with parents, carers and other professionals, we take a holistic approach to ensuring a young person's needs are identified and met throughout their journey at Ethos College, preparing them for the next stage of their lives.

At Ethos College, you will find strong, hardworking and dedicated members of staff. We believe in investing in our staff team and all staff have the opportunity to access high quality internal and external professional development. Working at Ethos College is extremely rewarding; making a difference to vulnerable young people across the local authority as part of a wider staff team and knowing that the work you have done has made an impact on a young person's education and life chances.

We are seeking to appoint an outstanding Inclusion Worker to join our strong and dedicated team. The successful applicant must be dedicated to helping our young people reach their full potential. I would like to thank you for your interest in Ethos College and I look forward to receiving your application.



Rebecca Smith
Head Teacher, Ethos College

TRUST MISSION

Our vision at Ethos Academy Trust is to create **nurturing inclusive learning communities.**

To enable us to achieve this, our mission is that Ethos Academy Trust will draw upon the expertise of our specialist staff and wider partners to provide timely, personalised support, intervention and provision in order to maximise the life chances of all children and young people, informed by a thorough understanding of their strengths and needs.



Leading

with integrity

- Championing honesty and transparency
- Building trusting relationships



Encouraging

freedom and responsibility

- Working collaboratively
- Investing in effective partnerships



Thinking

innovatively

- Finding creative solutions
- Meeting individual needs



Improving

continuously

- Raising standards
- Developing strong and effective leaders



Celebrating

achievement

- Improving academic progress
- Enriching personal development

ETHOS ACADEMY TRUST

Nurturing inclusive learning communities

Ethos College provides long term full time education places for Key Stage 4 pupils (ages 14 to 16) with wide ranging Social, Emotional Mental Health (SEMH) needs. Additional 1:1 teaching is also available for a small number of pupils across Key Stages 1 to 4 who are referred with medical needs or for those whose needs are more complex.

Our mission at Ethos College is to create a secure and stimulating learning environment in which all students are valued and respected, their learning is promoted and their strengths are nurtured. Our focus is to prepare young people for transition to post-16 education, employment or training.

Reach Academy is a well-established school for children in Key Stage 3 (ages 11 to 14) with Social, Emotional Mental Health (SEMH) needs. Some have been permanently excluded from Kirklees secondary schools. A high proportion of children make a successful return to their local or another mainstream school following their time at Reach Academy, while some progress to special school provision in order that their long term needs can be met.

We are committed to improving the life chances of pupils by removing barriers to engagement and achievement. Our aim is to create a secure and inspiring environment where every child is empowered to take ownership of their learning and their futures.

Engage Academy is a school for primary aged children in EYFS 2 and Key Stages 1 and 2 (ages 4-11) who are at risk of permanent exclusion and / or are permanently excluded from a mainstream school. A high percentage of our children have Social, Emotional Mental Health (SEMH) needs along with undiagnosed complex needs. All pupils are assessed whilst with us and the majority receive an Educational Health and Care Plan (EHCP) prior to going to their next school ensuring their needs are met in the future.

We offer a nurturing, safe, inclusive and friendly environment where the building of trusting relationships is paramount. We have a broad, creative curriculum that enables all pupils, regardless of need, to achieve their potential and thrive in their new schools.

Evolve Academy is a KS2 and KS3 school that supports students with wide-ranging Social, Emotional and Mental Health (SEMH) needs. We currently have two school bases: one in Wakefield and the other in Castleford. Some of our students have been permanently excluded from Wakefield primary or secondary schools. We also work in partnership with Wakefield mainstream schools to offer a 12-week placement for students who may require short-term step-out provision before returning to their mainstream school.

Our aim is to provide a supportive and nurturing environment that will enthuse and engage students in education. We strive to ensure that our students have clear pathways to their next educational setting, supporting schools to ensure that that their varying long-term needs can be effectively met, whether this is in a mainstream or more specialised school environment. Our long-term aim is for students to be empowered to develop into responsible citizens beyond their school years.

Outreach Teaching and support staff within Ethos Academy Trust provide Outreach Services in Kirklees, supporting and working in partnership with mainstream primary and secondary schools. Our team members also work effectively with wider partners, including health & social care, to ensure early identification and ongoing assessment and timely support for children and young people with wide-ranging social, emotional and mental health needs. Experienced teachers offer advice to schools through our Outreach Advice portal and through Single Point Referral.

The Outreach Team also provides transition support through experienced Inclusion Workers for children who have been permanently excluded from school and children with Education, Health and Care Plans who require a bespoke transition into a new setting. The support for our children, young people and families is part of Ethos Academy Trust's continuum of SEMH provision.

WHY WORK FOR THE TRUST?

Ethos Academy Trust is based in West Yorkshire, with all of our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield and Bradford. The proximity of our Academies is such that it lends itself to close and collaborative working.

At Ethos Academy Trust, we are committed to providing a top-class education and we put the needs of all of the young people within our community at the heart of what we do. Our staff are pivotal in this and also in recognising, achieving and bringing to life our vision and values.

As such, we are committed to providing our staff with high quality professional development which can be evidenced through a variety of channels. We have numerous examples of staff who have developed and progressed their careers with the Trust. We fully embrace the fact that if we invest in our staff and their futures, we will create an environment where staff are happy, inspired and ambitious, which in turn means that they are able to create positive, engaging and life changing learning experiences for young people.

Ethos Academy Trust is fully committed to supporting and enhancing the wellbeing and mental health of all stakeholders. Across the Trust there are regular opportunities for staff to come together outside of their normal working day in a social or other activity capacity.

As an employer, we are able to provide the following benefits to all members of staff:

- The Trust maintains nationally agreed terms and conditions in relation to pay and conditions for teaching and support staff, and continues to subscribe to local holiday patterns and allowances within the local authority of each academy.
- All employees have the opportunity to access a pension scheme.
- All employees have access to Healthline which includes 24/7 Employee Assistance Programme and services such as physio and counselling for employees and their dependants
- An opportunity to collaborate with colleagues across academies and within the central Trust teams, with other academies and Multi Academy Trusts on a local or regional basis.
- Structured and informal opportunities to develop skills and opportunity to progress, share best practice (locally and nationally).
- Access to employee salary sacrifice schemes such as Cyclescheme, Techscheme and discounted gift cards.

I started working for Ethos College around eight years ago, as a grade 7 Inclusion Worker. It was an immensely enjoyable and rewarding position. I loved the fact that I could support the social and emotional development of young people and have the ability to make a huge impact on their lives. I was inspired by our talented team and decided to combine my passion for science and education to train to become a qualified teacher. Ethos College supported me all the way and when a position became available, I applied and was so proud to take up the post of science teacher. Since then I have not looked back!! I am now working in a leadership position, helping to develop our offer to young people educated around the local authority. Working at Ethos College and being a part of the transformation of the lives of our young people is an absolute privilege.

EMMA GANNON, TEACHER





I was inspired to pursue a career with children who have SEMH needs through my experience of teaching music as an unqualified Teacher. I joined the Trust eleven years ago as an Inclusion Worker and was subsequently promoted to Senior Inclusion Worker, before being supported to secure a teaching qualification and, most recently, training to become a SENDCo. I am currently the Deputy SENDCo for Reach Academy. The Trust and management team within Reach Academy not only supported my ambition to become a fully qualified Teacher, they continue to offer opportunities for my ongoing personal and professional development.

SARAH SIMMONDS, DEPUTY SENDCO - REACH ACADEMY

During my 6 years of employment within Ethos Academy Trust, I have been supported to access a number of professional development opportunities. I gained my PGCE over a 2-year period and, after securing a teaching role two years ago, I am now a middle leader within Ethos College and currently undertaking the NPQSL, in order to further enhance my leadership skills, undertstanding and practice

The Trust is committed to providing relevant and meaningful professional development opportunities to support the career progression of the staff team. I have always felt highly valued and supported by the Trust in everything that I do. It is an absolute privilege to work for a Trust that is so invested in supporting its staff to be the best that they can be and help to transform the lives of so many young people.

JACK GHEE, TEACHER - ETHOS COLLEGE



ADVERT FOR INCLUSION WORKER (SEMH & ACADEMIC SUPPORT)

Role: Inclusion Worker (SEMH & Academic Support), Ethos College x 2 posts
Salary: £23,484 to £24,920 FTE, (reduced to £17,890 to £18,984 in accordance with the part-time, term time contract)
Grade: 7 SCP, 14-17
Hours: 32.5 hours per week, term time only + 5 days, fixed term until August 23

About Ethos Academy Trust

Ethos Academy Trust is located within Kirklees, West Yorkshire. The overarching aim of the Trust is to create academies that provide environments that are welcoming, caring, calm, safe and purposeful and that, within a nurturing ethos, stretch our learners academically, support them pastorally and develop them socially and emotionally.

We seek to explore and celebrate the qualities that make our pupils unique. We believe passionately that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

In addition to our three academies (Ethos College, Reach Academy and Engage Academy), the Trust provides wide ranging early intervention outreach support and training to mainstream schools, alongside managing the statutory exclusions process on behalf of Kirklees Local Authority.

Applicants

This is an exciting opportunity to join Ethos Academy Trust, where we aim to deliver the very best educational experiences for pupils from across the primary and secondary age range. Our academies are welcoming, calm and purposeful and, within a nurturing ethos, our learners are stretched academically, supported pastorally and developed socially and emotionally.

We are looking to appoint an inspirational Inclusion Worker (SEMH & Academic Support) to join our passionate and hardworking team at Ethos College. Ethos College is rated as “Outstanding” by Ofsted and is an Alternative Provision for Key Stage 4 pupils.

The role will be to successfully motivate, inspire and engage vulnerable children and their families. You will assist in the delivery of lessons to pupils in a group and also support pupils on a 1:1 basis (in and out of the classroom environment), to re-focus pupils in learning and engagement. You will be key in the development of pupils’ essential skills and emotional resilience in a stimulating and supportive environment. You will be required to work imaginatively and in partnership with parents and carers, teaching and support staff in schools and other professionals in order to achieve the very best outcomes for the pupils. You will be integral to the success of the pupils at Reach and support their academic and pastoral needs.

If you are looking for a new and rewarding challenge in education, you are committed and passionate then we look forward to hearing from you.

Closing date: 29 June 2022 12 noon
Interview date: 6 July 2022

If you require further information please contact Diane Dunn, Assistant Head at ddunn@eat.uk.com Applicants are encouraged to visit the academy prior to submitting your application. The academy will be closed for Spring bank between 30 May 2022 and 2 June 2022.

INCLUSION WORKER (SEMH & ACADEMIC SUPPORT)
JOB DESCRIPTION

Job title	Inclusion Worker (SEMH and Academic Support)
Location	Ethos College, Dewsbury
Hours	32.5 hours per week, term time only plus 5 days, fixed term until August 23
Reports to	Class Teacher/Line Manager
Staff responsible for	No staff responsibility
Closing Date	29 June 2022 12 noon
Salary/Grade	Grade/Salary: G7 SCP 14-17 £23,484 to £24,920 FTE, (reduced to £17,890 to £18,984 in accordance with the part-time, term time contract)
Job Purpose	We are seeking to appoint an inspirational Inclusion Worker, dedicated to supporting our young people reach their full potential. The role will focus on providing positive, aspirational outcomes for pupils with complex social, emotional and mental health (SEMH) needs through high quality support and engagement supporting academic learning and securing pupils' physical, emotional wellbeing, whilst raising their self-esteem and encouraging independence.

KEY OBJECTIVES AND ACCOUNTABILITIES

Main Duties

• To be an active member of a staff team providing high quality academic and SEMH support to pupils specific to their needs.
• Support pupil integration into the school to ensure pupils receive a positive, high quality transition through liaison with parents and external agencies.
• Provide academic support within the classroom, under the direction of the class teacher/line manager to support all pupils to make progress across all curriculum areas.
• Support pupils' learning and SEMH development through delivering interventions.
• Work with the class teacher to provide opportunities for pupils to work towards SEMH targets, effectively tracking and monitoring pupil progress.
• Promote positive pupil behaviour, maintaining high expectations for all pupils.
• Use effective strategies to support pupil behaviour including: restorative practice, emotion coaching, de-escalation and positive handling (Team Teach).
• Contribute to personalised plans for pupils based on individual need.
• Support the needs of individual pupil's in line with their My Support Plans and Educational Health and Care Plans to maximise progress towards their outcomes.
• Update pupil records, using the MIS system, to record accurate and objectives accounts.
• Supervise and support pupils during break, lunch and extra-curricular activities
• Participate in and assist with supervision of educational visits.
• Develop trusting relationships with parents/carers, through regular contact, to share information on both academic and SEMH progress.
• Work alongside and attend meetings with external agencies, completing relevant associated paperwork to support positive outcomes for pupils and families.
• Support pupil transition to post 16 through liaison with the career's advisor.
• Undertake relevant CPD and training.
• Promote and actively support the academy's responsibilities towards safeguarding, following safeguarding procedures and practices in line with the expectations of the academy.

General

• Be aware of and support difference and ensure equal opportunities for all.
• Contribute to the overall ethos/work/aims of the Trust.
• Attend meetings within the Trust, at its academies and external events as required.
• Share expertise and skills with others.
• Participate in training and other learning activities and performance development as required.
• Work effectively and professionally with all stakeholders, promoting the Trust positively at all times.
• Recognise own strengths and areas of expertise and use these to advise and support colleagues.
• Maintain confidentiality always in respect of school-related matters and to prevent disclosure of confidential and sensitive information.
• Ensure strict confidentiality in all areas of work.
• All employees are required to uphold the values of democracy, rule of law, individual liberty and tolerance and have mutual respect for those with different faiths and beliefs (Prevent).
• Work and process personal and sensitive information in accordance with Data Protection Act 2018 including the General Data Protection Regulations (GDPR) 2018.
• Understand and comply with the statutory guidance regarding safeguarding of children, ensuring the safeguarding and promotion of children's welfare at all times, reporting any concerns to the Designated Safeguarding Lead immediately.

PERSON SPECIFICATION

	Key Criteria	Essential (E) / Desirable (D)
Knowledge, Education and Training	GCSE grade 4 or above (grade C or above) in English and Maths or the ability to demonstrate equivalent knowledge	E
	Professional qualifications applicable to the role (e.g. teaching assistant qualification)	D
	Understanding and knowledge of strategies to support social, emotional and mental health development	D
Relevant Experience	Experience working with children or young people	E
	Experience of working in an educational setting	D
	Experience of supporting pupils academic and pastoral development in a school environment	D
	Experience of supporting pupils' basic skills in English and Maths	D
	Experience of supporting pupils' through interventions	D
	Experience of working collaboratively with and attending meetings with external agencies and professionals to ensure positive outcomes for pupils and families	D
	Experience of working closely with families to improve outcomes for pupils	D
	Experience of working with pupils with barriers to their learning as a result of a social, emotional or mental health need	D
Aptitudes, skills and competencies	Ability to assist the class teacher in planning class activities	E
	Ability to communicate effectively with pupils, staff, other schools and other professional	E
	Ability to relate to pupils from diverse social backgrounds	E
	Ability to work as a team member	E
	Ability to work with pupils exhibiting challenging behaviour	E
	Ability to engage and work effectively with hard to reach parents and key family members	E
	Willingness to lead on extra-curricular activities	E
	Ability and willingness to drive the school minibus and obtain business insurance on own car insurance	E

	Understanding and experience of primary learning programmes and interventions	E
	Understanding of child development, learning and nurture principles	E
	Knowledge of the national curriculum applicable to the Academy	E
	Understanding of safeguarding procedures and issues	E
Any additional factors	Motivated to work with pupils with a wide range of learning, social, emotional and health needs	E
	Emotional resilience in working with pupils with exhibit challenging behaviour	E
	The post holder may be required to work outside of normal school hours on occasion with due notice	E
	Willingness to be flexible and adaptable, leading a team by modelling a positive, professional approach, in a variety of situations.	E
	Willingness to undergo an enhanced DBS check and sign up to the DBS service on an annual basis	E
	Commitment to ongoing personal training and development	E
	Willingness to work offsite with pupils and families	E
	Willingness to work across multi academy trust sites in different key stages	E
	Understanding of relevant policies/codes of practice and awareness of relevant legislation	D

Safeguarding statement

Ethos Academy Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including an Enhanced DBS check (including Children's Barred List) and past employment references.

Applicants are required, before appointment to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

Equality and Diversity statement

Ethos Academy Trust treats all applicants for employment in the same way regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Disability statement

Ethos Academy Trust is committed to promoting equality of opportunity for people with disabilities. We continue to review our processes and procedures to ensure individuals with disabilities receive full and fair consideration for all types of vacancies at the recruitment stage and during their employment.

Individuals who apply to the Trust for employment will receive fair treatment and be considered solely on their ability to do the job. Where required reasonable adjustments will be applied. During employment the Trust, wherever possible, will retain the services of an employee who is or has become disabled.

GDPR

A copy of our Privacy Notice is available via our website.
www.eat.co.uk

ETHOS
ACADEMY TRUST

Nurturing inclusive learning communities

Ethos Academy Trust
c/o Reach Academy
Field Hill Centre
Batley Field Hill
Batley
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