

Dear Applicant,

Thank you for your interest in becoming a **ReconnectEd Coach**. This is a unique and exciting opportunity to make a real difference for some of society's most vulnerable young people, helping them to improve their wellbeing, succeed in education, and build brighter futures.

As a Coach, the relationships you build - especially with the young people - will be at the heart of this programme's success. You will work closely with pupils aged 14–16, supporting them to engage positively with school, build resilience, and grow in confidence.

Through this Pilot, pupils will be supported to achieve meaningful qualifications, including GCSEs in English and Maths and a Pearson Project Qualification, delivered by qualified tutors online. You will play a vital role in ensuring young people engage with and benefit from these sessions. Alongside this, you will help them develop the social and emotional skills they need to flourish - such as wellbeing, self-esteem, teamwork, and communication, through our innovative **Expanding Horizons** enrichment strand.

The programme also seeks to reduce exclusions, improve attendance, and strengthen collaboration between schools, carers, and professionals. By embedding Coaches within schools, we not only create better outcomes for vulnerable learners but also add capacity to support teachers and the wider school community. The long-term impact is profound: more young people staying in education, gaining qualifications, moving into work—and a positive cost saving for schools and society as a whole.

We are delighted you are considering joining us in this vital work. If you share our passion for giving young people the chance to belong, achieve, and flourish, we would love to hear from you.

With kindest regards,

Alex, Belinda and Georgia
Co-Founders, ReconnectEd

POST TITLE	ReconnectEd Coach
SALARY	£26,403 FTE (actual £18,803)
HOURS/WEEKS	30 Hours per week, 40 weeks per year
PURPOSE OF JOB	<p>Working in partnership with ReconnectEd, Warwickshire Virtual School and Higham Lane School to help young people who are at risk of exclusion to flourish and achieve their potential and gain a Project Qualification and GCSE English and Maths.</p> <p>We're seeking a committed and passionate Coach to help the targeted young people to:</p> <ul style="list-style-type: none"> ● Reconnect with learning ● Strengthen mental wellbeing ● Build aspiration and confidence ● Improve attendance, attainment, and meaningful employment prospects
RELEVANT QUALIFICATIONS/ EXPERIENCE	<ul style="list-style-type: none"> ● Excellent numeracy/literacy skills ● Excellent communication and interpersonal skills. ● A working understanding of safeguarding children and young people

Location: Higham Lane School, Shanklin Drive, Nuneaton, CV10 0BJ

Salary: £26,403 FTE (based on 37 hours per week, 52 weeks a year). Actual salary £18,803 based on 30 hours per week, 40 weeks a year

Contract: Fixed-term 18 month contract

Hours: 6 hours per day 5 days a week. Flexibility required around working hours/school holidays as some evening meetings and check ins during school holidays will be required.

Employer: Higham Lane School

Why the ReconnectEd Coach Role Matters

School exclusion is a powerful predictor of lifelong disadvantage. Young people who are excluded are:

- **10x** more likely to face mental health difficulties
- **4x** more likely to live in poverty
- **20x** more likely to need social services

Only **4%** of excluded students pass English and Maths GCSEs, compared with **64%** in mainstream schools. Half of adult prisoners were excluded as children. Beyond the human impact, the lifetime cost of one excluded young person is around **£370,000**, with exclusions in 2023/24 costing society **£4 billion**.

How ReconnectEd Responds

ReconnectEd exists to change this story. We work in partnership with schools and Warwickshire Virtual School to help young people at risk of exclusion stay in education, achieve qualifications, and build brighter futures.

At the heart of this approach are **ReconnectEd Coaches**. As a Coach, you will:

- Provide **trauma-informed emotion coaching** to children in care and children in need
- Build **daily, long-term, trusted relationships** within the school community
- Work closely with families/carers, teachers, and local services to provide joined-up support
- Help young people to gain qualifications, especially in **English and Maths**, in partnership with award-winning tutors (through Equal Education)

By supporting pupils to feel safe, valued, and motivated, you will play a critical role in breaking cycles of disadvantage and opening up opportunities for their future.

Our Values

Community. Integrity. Hope. These guide everything we do—and as a ReconnectEd Coach, they will guide you too.

The Role of ReconnectEd Coach

Warwickshire Virtual School, Higham Lane School and ReconnectEd are looking for a committed and passionate Coach to support young people facing adversity through an innovative and pioneering coaching framework. You will be working directly with the young people on a day to day basis, in partnership with their school, a tutoring organisation and parents/carers to strengthen their wellbeing and self-regulation.

The aim is to help to interrupt the potential negative consequences of trauma and deprivation, in turn acting as a bridge by reconnecting young people facing adversity to positively engage with

school, home and their communities. By doing so, you will also be creating a positive ripple effect on the peers, school community and family/carers of the young people you are supporting.

You will be supporting the young people to gain at least one qualification, preferably three level 2 qualifications, including Maths and English GCSE, in partnership with a tutoring organisation. You will also be supporting young people to gain a Project Qualification, which will help prepare the young people for their next steps in their education or into the world of work.

You will be provided with ongoing training, supervision support, in partnership with the host school and Warwickshire Virtual School, to ensure that you are fully supported in your role.

Key activities and responsibilities

- Build strong, trusted relationships with young people and their families/carers
- Act as a positive role model for the young people, inspiring them to engage and reconnect with their education, through supporting their mental wellbeing and building their non-academic skills such as resilience and confidence
- Provide personalised one-to-one and small group 'emotion coaching' with young people to help regulate their emotions and behaviour
- Work alongside the ReconnectEd team and schools to develop and continuously evolve the programme and sessions that are being delivered to the young people
- Support the ReconnectEd team and schools to evaluate the impact of the programme, making sure that all evidence of work and impact is properly documented, and that all necessary information is passed on
- Develop and build strong community relationships with the schools within which you will be working
- Ensure child protection procedures are followed and that safeguarding of young people is paramount
- Work in partnership with parents/carers
- Actively take part in and engage with training opportunities
- Support young people in their understanding of risk and challenge and in making the right choices to address key issues in their lives
- Support young people to attend and engage in their tutoring sessions, to enable them to gain qualifications
- Support young people to complete a Project Qualification (PQ)
- Work with ReconnectEd to ensure the young people benefit from their innovative Expanding Horizons Programme of learning outside of the classroom.
- Any other duties and responsibilities appropriate to the grade and role.

Person specification

	Essential	Desired
You are:		
- Optimistic, committed, friendly and non-judgemental	X	
- Able to advocate for young people and their families	X	
- Able to work in a team, as well as independently	X	
- Very confident working with, and building strong relationships with young people who sometimes show challenging or complex behaviours	X	

- Able to remain calm under pressure	X	
- Resilient and able to take setbacks	X	
- You are able to notice emotions in yourself and others and respond appropriately		
Education, Qualifications or Experience:		
- Experience of working and building relationships with young people facing adversity	X	
- Experience working across multi-agencies		X
- Experience of safeguarding procedures and protocols	X	
- Experience designing programmes to support young people in developing their self-efficacy and self-regulation		X
Knowledge, Skills and Abilities:		
- Excellent communication skills, with both young people, their families and professionals	X	
- Ability to quickly establish positive relationships with young people	X	
- Ability to plan, record and evaluate your work	X	
- Understanding and appreciation of the importance of always being an advocate for the young people you are supporting	X	
- Optimistic about embracing challenge and change	X	
- Willing to be flexible in your approach for different young people, as applicable	X	
- A working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries	X	
- A working understanding of equality and diversity with the ability to challenge discriminatory behaviour	X	
- An understanding and appreciation for the importance of preventative work with young people at risk of exclusion	X	
- Knowledge of the impact of adverse childhood experiences on young people's emotional and physiological development, as well as their ability to learn		X
- Knowledge of issues that are current and relevant to young people within the care system		X

