



# West London Free School Removal and Reflection Mentor

Closing Date: Wednesday 25<sup>th</sup> May 2022



## Removal and Reflection Mentor

<b>Start date:</b>	June 2022/September 2022
<b>Contract Type:</b>	Full time, term time only 8:00 – 17:00 Monday – Friday, including a one hour lunch break
<b>Contract Term:</b>	Permanent/Fixed term
<b>Salary:</b>	£23,000 – £26,500 (commensurate with experience)
<b>Reports to:</b>	Assistant Headteacher and Headteacher, Pastoral

### The West London Free School

The West London Free School is a non-selective school based in Hammersmith, West London. We are suited to teachers at all stages of their careers, priding ourselves on a supportive working environment and valuing the importance of staff wellbeing.

The West London Free School provides all pupils, irrespective of their background, with a Classical Liberal education. By a Classical Liberal education, we mean a rigorous, knowledge rich education that draws from the best and most important work in both the humanities and the sciences. We believe that knowledge is a good thing in and of itself, empowering pupils to understand and take an interest in the world around them. We believe a secondary education is not just a preparation for work, but a preparation for life. As such, we value the knowledge of our teachers, and the passion for their subject that they bring to the classroom.

We have a firm but fair approach to behaviour. Senior leaders see it as their core responsibility to ensure all teachers can teach without disruption. School rules are non-negotiable, poor behaviour is met by escalating sanctions, and pupil detentions are centralised and run every day by senior staff. Teachers can therefore prioritise planning and teaching their lessons. Senior leaders at the West London Free School all teach, pay due attention to workload pressures and are highly visible around school.

As well as a knowledge rich education, the West London Free School runs an extensive co-curricular programme that encourages children to develop outside the classroom. The clubs are central to the ethos of the school and give pupils the opportunity to try new activities and develop new interests. The school specialises in music and offers a range of sporting opportunities as well as general interest clubs. All staff are encouraged to share their co-curricular enthusiasm by committing one hour a week to running a school club.





## The Removal and Reflection Facility

WLFS is all about our Core Values of Kindness, Hard Work and High Standards. To deliver these and to provide pupils with the calm and purposeful environment needed to succeed, we must have clear expectations of conduct – and we do. We believe that every minute counts in lessons and, as a result, this learning must be protected. For those pupils who need time and support to reflect on their choices, we have Removal and Reflection (R&R). It is key aspect of our Behaviour Policy and vital to the smooth running of the school day.

Key characteristics of the role include:

- to establish a calm and purposeful atmosphere, with clear routines and expectations
- to assist the Head of Personal Development Curriculum with patterns or issues
- to set, track and review the academic work completed by key pupils (with the support of subject teachers)
- to monitor the wellbeing, attendance and patterns of behaviour of key pupils
- to liaise directly with members of staff and leadership
- to create positive relationships with families to support those pupils facing challenges
- To work collaboratively with the R&R Manager

The successful candidate will have:

- a passion for pastoral care and strong understanding of its role in education
- an ability to support the learning of pupils across a range of subjects
- a proven track record of effective interventions with young people
- an ability to use ICT software e.g. Outlook and Excel
- an understanding of the ethos of the West London Free School, and a commitment to our Core Values
- high expectations of pupil conduct and behaviour;
- excellent team working skills;
- excellent communication skills with both pupils and staff;
- a willingness to contribute to the broader experience of pupils at WLFS



## Rewards & Benefits

People are at the heart of our success. We look for talented and ambitious individuals who share our vision for creating an exceptional school, and are committed to ensuring that every child has access to the best possible education. We have developed a positive and supportive staff culture at the West London Free School, and we invest in our staff with support, coaching and mentoring as well as external training programmes.

We offer:

- Teachers' Pension Scheme for teaching staff
- Cycle to Work Scheme
- Complimentary drinks
- Employee counselling
- Recommend a teacher bonus scheme
- Staff children have priority admission into the school (after two years' service)
- Season ticket travel loan

The closing date for applications is **Wednesday 25<sup>th</sup> May 2022 (18:00)** although candidates are encouraged to apply as soon as possible. The School reserves the right to commence or complete the interview process at any time prior to the closing date.

Interviews: **w/c Monday 6<sup>th</sup> June 2022**

## Equal Opportunities

The Knowledge Schools Trust is an equal opportunities employer. The 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 checks with past employers and the Disclosure and Barring Service. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

West London Free School and the Knowledge Schools Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the Trust, ensuring our staff body reflects the diversity of our students and local community.