



Mangotsfield  
School

# STUDENT SUPPORT WORKER

RECRUITMENT PACK



CASTLE SCHOOL EDUCATION TRUST



Mangotsfield  
School

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# Letter from our Headteacher

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Thank you for your interest in joining our Student Support team as a Student Support Worker at Mangotsfield School. This is an exciting opportunity for you to be part of the dynamic and vibrant wider Mangotsfield community, where every member of the teaching and support staff play their part. We know just how important a decision this is for you as well as us and we hope this pack and the selection process enables us both to make the right decision.

Mangotsfield School is a mixed comprehensive school, located opposite Rodway Common in South Gloucestershire, which serves years 7 to 11. The school is oversubscribed in most year groups. It is a diverse and inclusive secondary school, multi-cultural and progressive with over 25 languages spoken and celebrated.

By all the official ways we measure school success Mangotsfield School is a successful and stable school. We secured Ofsted 'Good' in every category in March 2022 and this reflects the dedication and commitment of our incredible staff body to giving our students their "best chances and best choices." We are very proud of the journey the school has been on and the ambitious path it continues to follow.

Our shared vision is to inspire all students to love learning, to embrace challenges, to understand how to show and earn respect and how to contribute towards our community. Our values are central to the student experience everyday and both curricular and extra-curricular programmes are based around these. For example our Challenge Day events promote a love of learning beyond the classroom and encourage students to develop resilience and engagement with the world around them. We take 240 Year 7 students to central Bristol each year for a historical walking tour - and they love it!

Our school population currently totals around 1200 students. Standard year group sizes are 240, although due to popularity we currently have 270 in some year groups. This school has been serving this community for seventy years, it is rooted and belongs to this community. We have several teachers who live locally, we have lots of staff who have sent their children here and we continue to have frequent visits or calls from former students keen to rekindle memories.

This school is a community school with its core purpose being to serve that community and we look forward to welcoming you to be a part of this community.

With best wishes

*Hatty Blackmore*



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# About CSET

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Mangotsfield school is part of the Castle School Education Trust, a group of like-minded schools whose shared ambition is to provide A Great Education for Every Child. Whilst Mangotsfield retains its own unique identity and ethos, being part of a family of schools brings additional support as well as opportunities to share expertise, provision and costs across our schools.

Our trust comprises of four secondary and five primary schools in South Gloucestershire. We have a strong track record of school improvement, and a strong trend of improved outcomes and rising pupil numbers. You will be joining us at an exciting time, as we work collaboratively with eleven schools from TPLT in North Somerset, with an aim to join together to form Pathway Trust in the future.

As a trust, our ambition is to enable every child to experience a great education. We have a compelling vision for each of our schools based on a deep understanding of each community we serve. . Many of the challenges facing school leaders are common to all schools. Our approach to school improvement enables staff and pupils to benefit from the sharing of resources and expertise whilst remaining true to their unique identity and context. The Trust has employee development as a key priority.



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# Role information

**Job Title:** Student Support Worker

**Hours:** 35 hours per week, Monday - Friday

**Working weeks:** 39 weeks per year, term time only + INSET days

**Contract type:** Fixed term until 31/08/2026

Mangotsfield School is excited to be recruiting a Student Support Worker on a full time, fixed term 1 Year contract. This is an excellent opportunity to join a well resourced team in a rapidly improving school.

## About the role

You will be running student sessions in our Ready to Learn room, supporting students in making positive behaviour choices and helping them to reflect productively. You'll be on hand to support barriers to learning, to imbed high expectations and to share key information with staff and parents.

## About you

The successful candidate will be personable, approachable and able to think on their feet. You'll need a calm and confident approach and be able to de-escalate situations confidently. You'll have great organisational skills and be able to multitask. You will need to have an NVQ Level 3 Learning Development and Support Services or equivalent or extensive relevant experience in a similar or related post.

## About Us

Mangotsfield School has been recognised by Ofsted as a “rapidly improving, community focused, ambitious school.” In March 2022 we were awarded Good in all categories, a testament to the vision and dedication of the leadership and teaching body.

Mangotsfield School has a strong ethos built on our four values. In all aspects of school life we encourage students to love learning, embrace challenge, give and earn respect and grow our community. Our classrooms, our corridors, our systems are built on these values and this supports our culture where we can meet individual needs and close the gaps for our students.

Mangotsfield School is a local secondary school firmly rooted in, and proudly working within the community which it serves. The school is situated in pleasant semi-rural surroundings on the north-eastern outskirts of Bristol. Mangotsfield School became an academy as part of the Castle School Education Trust in September 2015 and works in partnership with Downend School to deliver 16-19 opportunities for all students. We are committed to the professional development of all staff.

## We can offer you:

- Commitment to CPD and development of all staff
- Commitment to inclusivity and fostering of diversity
- Values and vision that are lived not laminated
- Open and honest culture
- Local Government pension with up to 19% Employer contributions
- Up to 30% discount with Microsoft & Dell
- Discounted gym membership
- Life Assurance - 3 x Death in Service
- Cycle to work scheme
- Dedicated counselling service

## Safeguarding Statement

CSET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Successful candidates are subject to child protection screening appropriate to the post, which will include an enhanced Disclosure and Barring Service check for the children’s workforce and a Children’s Barred List check.



**Job title:** Student Support Worker

**Hours:** 35 hours per week

**Salary:** CSET 9, £27,711 FTE, £22,551  
prorated.

## Role profile

The postholder will be expected to act as an adult role model and has a responsibility to promote and safeguard the safety and welfare of pupils and students in accordance with CSET/School policies and procedures and any associated guidance. They will need to identify, plan for and provide high quality support for vulnerable students at the school so that they have the opportunity to reach their potential. Part of this role will be to supervise students creating a safe environment, helping them modify behaviour and therefore achieve their full potential. They will develop effective strategies of overcoming barriers to learning for vulnerable students through individual and small group mentoring programmes and to establish and foster effective links with other agencies, as required.

## Role Responsibilities

- To work closely with school staff, other professionals, parents and students, to identify and provide a clear, concise and consistent approach in supporting behaviour management.
- To work closely with agencies ( when necessary) to facilitate access to specialist support services for students with barriers to learning,
- To support/ observe students in order to plan or monitor interventions,
- To establish, develop and implement individual and small group interventions/programmes to increase engagement and to improve student attendance, develop confidence and self- esteem through a student centred approach, maintaining appropriate records and providing written reports as required.
- To monitor these interventions/programmes and evaluate their impact on student progress, behaviour, confidence, self esteem and attitudes.
- To develop positive relationships with pupils with a particular focus on the most vulnerable, disadvantaged and challenging young people.

## Responsibilities continued

- To liaise with families of vulnerable pupils, to help identify personal, community, family and school based issues which are having an adverse effect on individual students and signpost families to other sources of support as appropriate.
- To support the Behaviour Lead in monitoring and improving behaviour and identifying child protection concerns.
- To maintain confidential reports and case notes, record care plans and risk assessments in accordance with school guidelines.
- Provide feedback/reports to the Behaviour Lead and the senior leadership team, as required.
- To be first aid trained and part of a team who respond to illness and injury within the school
- To investigate incidents at school, inform parents and support the students involved
- To support with the schools behaviour management system, including RTL supervision and lunchtime duties
- Carry out any other reasonable tasks within job scope





# Person Specification

- It is essential that you will have the ability to promote and safeguard the safety and welfare of students in accordance with CSET wide and school policies.
- You will be personable, approachable and a self-starter.
- You will be willing to learn and be interested in developing new skills.
- You'll have great organisational skills and be able to multitask.
- You'll be able to deal helpfully, politely and tactfully with colleagues, parents, pupils and senior management.
- You can manage your own workload and meet deadlines, which may at times be competing.
- You'll have the ability to remain calm and de-escalate situations whilst upholding confidentiality at all times.





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# How to apply

**COMPLETE**

An application form via Eteach, ensuring to complete your full employment history

**VISIT**

[mangotsfieldschool.org.uk](http://mangotsfieldschool.org.uk) for more information about our School, our values, results and much more.

**CONTACT**

[cset-recruitment@cset.co.uk](mailto:cset-recruitment@cset.co.uk) if you have any additional questions