

# BURNHAM GRAMMAR SCHOOL



**Student Welfare Officer**

**JOB APPLICATION PACK**



*Embracing Challenge*

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This application pack includes:

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## How to apply:

Please download an application form from our website and send your completed form to:

Mrs Akanksha Adivarekar  
Burnham Grammar School

Hogfair Lane

Burnham

Buckinghamshire

SL1 7HG

Or email to [vacancies@burnhamgrammar.org.uk](mailto:vacancies@burnhamgrammar.org.uk)

<https://www.burnhamgrammar.org.uk/join-our-team/vacancies>

**Please note we do not accept CVs**

**Closing Date: 10am on Tuesday 28th January 2025**

**Interviews: Week commencing Monday 3rd February 2025**

**It is the normal practice for references to be obtained before any formal interview.**

***Burnham Grammar School as part of the Beeches Learning Development Trust is committed to safeguarding and promoting the welfare of its students and staff and expects all staff and volunteers to share this commitment. Successful candidates will be required to undertake an enhanced Disclosure and Barring Service (DBS) check***

**We encourage applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race**

Thank you for the interest you have shown in this vacancy

# HEADTEACHER'S LETTER

Dear Applicant

Thank you for your interest in applying for this role at Burnham Grammar School. I do hope that the information attached encourages and inspires you to make a formal application for this post.

Our diverse community of staff, students and parents believe that this is a truly unique school. Our students are bright and eager to do well. They are hardworking, but also full of personality and a joy to teach, reflecting the diversity of their backgrounds and cultures. They contribute fully to school life, are proud of the part that they play and continue to surprise me on a daily basis with their acts of kindness and their generosity of spirit. We frequently receive comments from the local community about the fantastic contribution that our students make and visitors to our school are always quick to compliment us on our caring and inclusive ethos. However, our students do not always understand or believe how talented they are. We have continued to build upon this community atmosphere, which was noted by Ofsted in December 2023:

**“Pupils enthusiastically embrace challenge and enjoy learning here. Pupils, including those in the sixth form, benefit from high aspirations set for them by leaders and staff. This includes disadvantaged pupils and pupils with special educational needs and/or disabilities(SEND). ”**

The staff are a uniquely close-knit, supportive and considerate team and the caring ethos makes this a rewarding place to work and develop. I was pleased that Ofsted recognised that “The headteacher’s commitment to involving staff at all levels in the school’s development is nurturing a loyal and dedicated staff.” Staff opinion and involvement is highly valued and if appointed you will find that you are fully supported in successfully fulfilling your role and gain experience to help your career progression through personalised and targeted professional development. The involvement of the staff in the running of the school and in the development of key policies, and our continual efforts to support a work-life balance, have been reflected in us retaining the prestigious Investors in People Gold Award in 2021. The successful candidate will play an active part in the further development of both learning and teaching and other aspects of school life.

Our last Ofsted was an ungraded inspection that confirmed us to continue to be at least a Good school [Ofsted 2022 Report](#). Our community was pleased that Ofsted recognised the many areas of ‘exemplary practice, and are unanimously resolute in continuing on our journey of improvement. Through our tailored CPD programmes we support many teachers on the difficult transition from good to consistent and sustainable outstanding practice through our focus on **Responsible Learning**. This has increased the quality of learning, which is also reflected in our significantly positive progress measures at both GCSE and A level . We are now entering an exciting stage in the school’s development with a unwavering determination to be rightfully recognised as an Outstanding school and a national beacon of best practice that provides inspirational learning experiences to every student every day , both inside and outside of the classroom. In November of 2022 this exceptional practice was recognised when we were designated as a National Centre of Excellence by the Inclusion Quality Mark.

In October 2021 we moved into our brand new school which will provide staff and students with world class facilities to inspire and support their learning and ambitions. These facilities will also provide opportunities for us to broaden our incredible extracurricular offer to students, a vital part of life at Burnham Grammar to broaden students horizons and raise their aspirations.

Not every candidate will be suited to the ethos of the Burnham Grammar learning community or able to fully contribute to our journey to be recognized as an exceptional school leading the development of practice nationally . Candidates for this post will already be exceptional and reflective practitioners or possess the qualities and desire to become exceptional.

# HEADTEACHER'S LETTER

We are, of course, proud of our examination results but students' education at Burnham Grammar goes far beyond the academic. The exceptional and diverse range of extra-curricular opportunities and activities inspires and develops students' characters and resilience and exposes them to a range of unique experiences and challenges. We are passionate about the wider development of each individual student to ensure that they positively contribute to their communities now and in the future. This outstanding practice is reflected in us achieving a number of national awards such as the Music Mark Award, Gold Kitemark for Sport, the International School Award and winning the Stonewall School Award.

We welcome applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race and want members of staff who have interests and expertise that goes beyond the classroom and physical boundaries of the school. With 61 different first languages spoken by students we are a very diverse school and would want our staff to reflect this diversity.

Quite simply Burnham Grammar School is an idyllic learning community where the relationships and teamwork between staff and students are fostered with care and the key strength of the school. We provide the support and reassurance for our students to develop the resilience and mindset to strive to be their very best. Our school aims are summarised by the overarching motto :

## **“Embracing Challenge”**

Our students are constantly challenged and supported to volunteer answers at the edge of their understanding and learn from their mistakes to ensure that they fulfil and surpass their potential at each key stage and have the confidence and resilience to aspire to and achieve their dreams.

I do hope that you will decide to make an application to join us and that we will have the opportunity to welcome you to our learning community and meet you in person.

To hear more about working at Burnham Grammar please use this link

[Working at Burnham Grammar School Video](#)

Yours sincerely



Dr A Gillespie  
Headteacher

# BENEFITS OF WORKING AT BGS

- Enthusiastic, motivated and intelligent students
- An outstanding culture & ethos where students & staff enjoy & achieve
- A socially and culturally diverse school community
- End of Term Socials – Christmas/Summer cricket etc.
- Friday treats
- Free lunch provided on INSET Days for all staff
- Generous Pension Schemes for staff – TPS for Teachers and LGPS for Support staff
- Day off for Religious observance e.g. Diwali, Eid, Vaisakhi, Hanukkah etc.
- CPD opportunities for all staff
- Gold IIP Award & IIP Champion reflects personalised and nationally recognised CPD
- Free Parking

# BENEFITS OF WORKING AT BGS

- Free tea/coffee for all staff
- State of the art facilities in our brand new building
- A bespoke induction programme for all staff joining the school, tailored to individual requirements such as for those new to the teaching or working in schools.
- Cycle to work scheme
- Wellbeing Award

**Employee Assistance Programme (EAP) provider, Health Assured which is available to ALL employees free of charge and offers:**

- Emotional Support with Relationship and family issues or worries
- Loss, including loss of job, friend or family member through bereavement
- Financial concerns, budgeting, borrowing or tax credits
- Work life & Health including Stress Management



## Burnham Grammar School

"Pupils enthusiastically embrace challenge and enjoy learning"  
(Ofsted Dec 2022)

### **STUDENT WELFARE OFFICER**

Bucks Pay Scale 4, £29,477- £31,645 pa FTE  
(Salary Pro Rata)

30 hours per week, 40 weeks per year  
Permanent, Term Time +1 week

#### **Required for February/March 2025**

11-18 Mixed Grammar School  
NOR 1258 (6<sup>th</sup> Form 363)

"The behaviour of pupils is exemplary. Leaders and staff have high expectations of pupils' behaviour. Pupils consistently meet these expectations. As a result, pupils learn in calm and purposeful lessons"  
(Ofsted December 2022)

Lead school in small MAT

#### 2024 A Level:

86% A\*-C grades  
71% A\*-B grades  
38% A\*-A grades

#### 2024 GCSE:

93% grade 5-9  
56% grade 7-9  
33% grade 8-9

62% of students achieved 5 or more grade 7-9 at GCSE

#### **We are offering you:**

- State of the art facilities in our brand-new building
- A diverse community of enthusiastic, motivated & intelligent students
- An outstanding culture & ethos where students & staff enjoy & achieve
- A socially active & culturally diverse school community
- Personalised & effective CPD as evidenced by the school's IIP Gold (2014, 2017, 2021 & 2024) & Champion status.
- Wellbeing Award (2021)
- Inclusion Mark Centre of Excellence (2023)
- Supervision to ensure your wellbeing

#### **We want from you:**

- Excellent interpersonal and team building skills
- To be caring, understanding and approachable to secondary school students of all ages
- The ability to engage and inspire our students
- Commitment to develop the highest standards of pastoral care and wellbeing
- The ability to train as a safeguarding team member & Mental Health First Aider
- The ability to work within a team as well as on your own initiative

"Staff appreciate the support and time they get to develop their own subject expertise. Leaders have adopted an approach to assessment that is manageable for staff and purposeful for pupils."  
(Ofsted December 2022)

### **Closing date for applications: 10am on Tuesday 28<sup>th</sup> January Interviews: Week commencing Monday 3<sup>rd</sup> February**

Please download an application form from our website or telephone the school for more information: 01628 804812.  
Applications should be sent to Mrs A Adivarekar by email or post. Please note we do not accept CVs.



E-mail: [vacancies@burnhamgrammar.org.uk](mailto:vacancies@burnhamgrammar.org.uk)

Website: [www.burnhamgrammar.org.uk](http://www.burnhamgrammar.org.uk)

Post to: Burnham Grammar School,  
Hogfair Lane, Burnham, Bucks. SL1 7HG



Just west of London, near Windsor & Maidenhead & convenient to the M40, M4 & M25.  
Burnham station (mainline Paddington & Elizabeth Line) is a short walk from the school.  
Headteacher: Dr A Gillespie

**We encourage applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race**

*As part of the Beeches Learning Development Trust, Burnham Grammar School is committed to safeguarding & promoting the welfare of its students & staff & expects all staff & volunteers to share this commitment.*

*Successful candidates will be required to undertake an enhanced Disclosure & Barring Service (DBS) check.*

# JOB DESCRIPTION



## Burnham Grammar School

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**JOB TITLE:** Student Welfare Officer

**LOCATION:** Burnham Grammar School

**GRADE:** Bucks Scale: 4  
30 hours per week / 39 weeks per year +1 week

**DEPARTMENT:** Safeguarding and Wellbeing

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**REPORTS TO:** Senior Deputy Designated Safeguarding Lead

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**MAIN PURPOSE OF JOB:**

1. To provide wellbeing support to students identified as in need of 1:1 support by the Designated Safeguarding Lead
2. To provide support to the wider pastoral/safeguarding team, including working directly with students

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**DUTIES AND RESPONSIBILITIES:**

**Safeguarding and Wellbeing Support**

1. Provide wellbeing support to a group of students at Burnham Grammar School as directed by the Designated Safeguarding Lead (DSL) and Senior Deputy DSL.
2. Meet the students, usually 1:1, on a regular basis and listen to their updates.
3. Record the key elements of the conversations with students in CPOMS in a timely manner.
4. To use the School Dog as a key mechanism to engage with students; including those hard to reach.
5. Take a professional interest in the students met with.
6. Be trained to the level of Designated Safeguarding Lead and maintain this training to ensure it is current.
7. Be trained as a Mental Health First Aider.
8. Liaise with staff throughout the school as required and under the direction of the DSL and Senior DDSL.
9. Provide support to the DSL through attendance at meetings with external agencies, as required.
10. Liaise with parents, as agreed with the DSL, Senior Deputy DSL or other member of the Safeguarding Team.
11. To deputize for the Senior Deputy DSL in their absence.
12. To follow up on filtering and monitoring concerns, as raised through the automated software in a timely fashion.
13. To supervise the student MIND Ambassador programme, including supervision of student-led sessions at 8.45am each morning (be onsite for 8.30am start).
14. To support with the Young Carers programme.



# JOB DESCRIPTION



## Administrative Support

15. Administration of parents' evenings.

## Student Supervision

16. Supervise students as part of a team during lunch times.
17. Monitor student behaviour in the designated area(s), which may include: canteen (including lunch queue), playground, internal areas of the school.
18. Speak to students during their break periods to develop a professional and approachable relationship with them.
19. Challenge behaviour which does not meet the acceptable standards of the Burnham Grammar School Code of Conduct.

## Knowledge

20. Understand the Safeguarding processes at Burnham Grammar School.
21. Understand the wellbeing processes at Burnham Grammar School.
22. Understand the pastoral processes of Burnham Grammar School.

## Other

23. Provide clear written and oral communication as required.
24. Believe in the importance of safeguarding young people and value young people as individuals.
25. Believe in the untapped potential of each and every student.
26. Engage with the School's appraisal process.
27. Work within the guidance and policies of Burnham Grammar School.
28. To have GCSE English Language and Mathematics to grade C/4 or equivalent.
29. To be IT literate.
30. To work in accordance with Burnham Grammar School and the Beeches Learning and Development Trust policies, including those pertaining to Safeguarding and Child Protection and UK GDPR/Data Protection
31. Undertake any other duty as reasonably required by the Headteacher.

Prepared: January 2025

**This document must not be altered, without consultation with all relevant parties, once it is signed.**

Signature of Postholder..... Date.....

Signature of Headteacher..... Date.....



# PERSON SPECIFICATION



## PERSON SPECIFICATION – Student Welfare Officer

Qualifications	Essential	Desirable
GCSE English and Mathematics to grade 4/C, or equivalent		
<b>Previous Work Experience</b>		
Experience of safeguarding and child protection in a school setting		
Experience or desire to work in a socially and culturally diverse school community		
<b>Professional Knowledge Skills &amp; Experience</b>		
Have an understanding of how to safeguard students in a secondary school and the importance of excellent safeguarding and wellbeing		
Have an understanding of and desire to further enhance knowledge to support good mental health in young people		
Have the flexibility to employ a range of approaches to meet the needs of different students		
Awareness of the strategies available for supporting the pastoral needs and in turn the achievement of students		
Familiarity with and a strong commitment to high standards of pastoral care		
A confident & competent user of IT to support the role: use of word processing, email and similar systems		
A willingness and commitment to ensure that current and future IT, and other resources and new technologies, can be used to enhance the quality and experience of students' learning		
Ability to communicate proactively and appropriately to a high standard to a variety of audiences		
A commitment to contribute to the wider education and support of all students as outlined in the school aims		
Ability to understand and apply School and Trust policies, in addition to national guidance such as Keeping Children Safe in Education		
<b>People Management Skills</b>		
The ability to work independently and collaboratively as a member of a team and to contribute to team development		
Be an effective and active listener		
<b>Other Personal Qualities</b>		
A firm and active commitment to safeguarding and child protection		
A commitment to helping students identify, explore and expand their talents		
A firm belief in the untapped potential of all students		
Creativity in problem solving together with a willingness to take on or try new approaches & ideas		
A willingness to support, take part in or run wider and extra-curricular opportunities for students		
A strong belief and recognition of the vital role and diverse skills of all members of staff		
The ability to care for students but not dwell on their issues in a way that affects your personal wellbeing		
The school is fully committed to the DfE guidance on Safeguarding Children and Safer Recruitment in Education. All candidates will be subject to vetting procedures following Buckinghamshire Council's guidance on Safer Recruitment and Selection in Schools including a DBS check.		

Continued on next page

# DEPARTMENT INFORMATION

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## Pastoral Care & Safeguarding at Burnham Grammar School

The **Student Welfare Officer** provides a vital link to directly support vulnerable students and brief the pastoral and SEND teams on their current and potential needs and circumstances.

Pastoral care sits at the very heart of Burnham Grammar School, as we firmly believe that every student should be Happy, Healthy and Safe and ensuring that pastoral support is right for our students will support this school aim. The pastoral team is overseen by the Deputy Headteacher (Pastoral) who is supported by a team of assistant headteachers, heads and deputy heads of house, pastoral administrators, special needs team, form tutors and learning support assistants. Child protection and safeguarding is led by the Assistant Headteacher/Designated Safeguarding Lead (DSL) who oversees student wellbeing throughout the school and is supported by the Senior Deputy DSL/Student Wellbeing Manager and a number of the pastoral team, of which the **Student Welfare Officer** is one.

Pastoral support at BGS is designed around the vertical house system, which means each student belongs to one of our four Houses (Ali, King, Roosevelt and Winton), which are further divided into ten form groups within each house. Each form group is led by a dedicated form tutor who meets with their group daily and takes an active role in the wellbeing and academic progress of each member of the form. There is a dedicated Head of Year 7 and a sixth form team, containing the Director of Sixth Form, Head of Year 12 and Head of Year 13 along with a dedicated administrator.


To support the pastoral team, we have two professional school counsellors, a support worker from the Pupil Referral Unit (PRU), outreach workers from the Child and Adolescent Mental Health Service (CAMHS) and an independent Careers Advisor. Many staff at BGS are trained as Mental Health First Aiders for young people.

Both the Pastoral and Special Educational Needs and Disabilities (SEND) teams have a central base within school and include a team of support staff alongside the teaching staff involved. These teams work closely together. Finally, and very importantly, there is Peach, the School Dog. Peach works very closely with the Student Welfare Officer looking after key students within our care.

The pastoral team review students throughout the year and some students are monitored more closely than others depending on individual need. Due to our holistic approach to supporting students during their time at BGS, academic and pastoral monitoring work seamlessly together.

January 2025

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# MAKING AN APPLICATION

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## How to Apply

To apply for this position, you will need to complete our application form which you can download from our website :

[Burnham Grammar School Vacancies](#)

Completed applications should be sent to **[vacancies@burnhamgrammar.org.uk](mailto:vacancies@burnhamgrammar.org.uk)** by the closing date and time on the job advert.

Please note only fully completed application forms will be considered and we do not accept CVs.

## Shortlisting

Applications will be assessed based on the information provided on the application form and will be shortlisted if they fulfil the criteria for the role and the person specification. Shortlisting may take place before the deadline for applications has passed.

If you are shortlisted for interview you will be sent a self declaration form about any criminal disclosures. You will need to complete and return this disclosure form at least one day prior to interview. If we have not received this, we reserve the right to withdraw the offer of interview.

The Trustees of the Beeches Learning and Development Trust reserve the right to re-search applicants on social media platforms and the internet and to use this as part of the shortlisting process

If you have not been contacted within 3 weeks of the closing date, you must assume that your application has, on this occasion, been unsuccessful.



# MAKING AN APPLICATION

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## **References**

**It is the normal practice for references to be obtained before any formal interview.**

You will need to provide details of two people who have knowledge of you in a working / educational environment, paid or unpaid.

The first reference should be your present or most recent employer and a contact at your last post working with young people if you are not currently doing so.

If you are a student give appropriate school or college referees.

References must cover a 5-year consecutive period.

## **Interview**

If you are shortlisted for interview you will be sent an invite to interview letter with all the interview details via email. Interviews will include a panel interview, a tour of the school, a student panel interview and a chance to meet members of the team informally over either coffee or lunch.

Teaching posts will include teaching a lesson and support staff roles will include an administration task relevant to the role in which you are interviewing for.

## **Successful Appointments**

All successful appointments are subject to satisfactory references, Disclosure and Barring Service (DBS), Health Checks, proof of Right to Work in the UK and satisfactory checks on the Teaching Regulatory Agency.



# PRIVACY NOTICE

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## **Short Form Privacy Notice For Application Forms**

This notice explains what personal data we will hold about you, how we collect it, and how we will use and may share information about you during the application process. We are required to notify you of this information, under data protection legislation.

Please ensure that you read this notice as well as our privacy notice which can be found at on our website under Vacancies which detail how we use your information.

## **Why Do We Collect This Information?**

Once you have submitted an application form, the School use this information in order to take a decision on recruitment and to take steps to enter into a contract.

## **What Information Do We Collect?**

We collect the following information from the application form in order to take a decision as to recruitment: surname, forename(s), previous surnames, preferred title, address for correspondence, home, work and mobile telephone number, email address, national insurance number, details of current and past employers, details of previous employment details including salary, details of your qualifications, details of your relationship with the Teaching Regulation Agency and your induction period (where applicable), your referees, right to work in the UK status, any disabilities, religion, gender, ethnicity and any criminal convictions. We will also collect any other information you choose to share with us during the process.

## **How we may share the information**

We may also need to share some of the above categories of personal information with other parties, such as HR consultants and professional advisers. Usually, information will be anonymised but this may not always be possible. The recipient of the information will be bound by confidentiality obligations. We may also be required to share some personal information as required to comply with the law.

## **How long we keep your information**

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed. Full details on how long we keep personal data for is set out in our data retention policy.

Please find below the link to our vacancies page on our website where you can find the full Privacy Notice for Job Applicants

[Burnham Grammar School Vacancies Page](#)



Please find below the link to our vacancies page on our website where you can download our application form for completion.

[Burnham Grammar School Vacancies](#)

Please find below the link to our policies page on our website where you will find our Child Protection policy.

[Burnham Grammar School Policies](#)

We are just west of London, near Windsor & Maidenhead & convenient to the M40, M4 & M25.

Burnham station (mainline Paddington & Crossrail) is a short walk from the school.

**Headteacher: Dr A Gillespie**

[Investors in People Report](#)

We are proud of our development of our staff



Investors in People Gold Award in 2014, 2017, 2021 and 2024 & Champion Status.

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