

Stevenage

ESC

Inspiring Successful Futures



Dear Applicant

Thank you for showing an interest in a vacancy at the Stevenage Education Support Centre (ESC).

SESC is a Pupil Referral Unit that provides education to students aged 11-16 years who have been, or at risk of being, permanently excluded from mainstream school. We offer full-time provision, respite, Back on Track and Wednesday Programme to students from Stevenage Secondary Schools and local surrounding areas.

We offer a combination of academic and vocational learning which is bespoke to the needs of the students. We take a therapeutic approach but have high aspirations for every member of our community. Through our ambitious curriculum we address social disadvantages by giving students knowledge and experiences so that they can change their world. Our curriculum is based around our Centres' values; tolerance, teamwork, kindness, resilience, high aspirations and citizenship.

We offer weekly mentoring which is a whole centre approach and is vital for our students. Our specialist staff meet students for an hour a week. Short, medium and long term plans are discussed. The views and needs of the students are taken into account and weekly targets are set.

Every student has daily ERIC time (everybody reads in centre). This is every student reading at the same time in the centre for 10 minutes daily. Students read either 1-1 or in small groups with staff. This is key for students' literacy skills.

Our staff are committed to ensuring each student achieves their best outcomes whilst at the centre. We are looking for colleagues who share our vision and values and want to make a difference to the lives of our students, their families and our wider community.

Further information about the centre can be found [here](#).

Yours sincerely

Dan Nearney
Executive Headteacher

Vision

A centre of excellence for inspiring successful futures

Mission Statement

SESC responds creatively to individual needs, teaching social and life skills and developing resilience - offering a bespoke programme of teaching and learning empowering our young people to succeed

Code of Conduct and Values



Aims Of The Centre

By following the expectations set out in the staff Code of Conduct/values we hope to achieve the following aims for our centre:

- To re-motivate students to want to learn
- To build the self-esteem and confidence of our students
- To create a learning environment where young people can plan, reflect, question and work together.
- To create a safe, secure and welcoming atmosphere for all.
- We strive to provide our students with a curriculum which meets the needs of the individual young person.
- To help our students develop a sense of self discipline, to respect others and to respect their learning environment.
- Encourage communication between the centre, home, other schools and agencies.
- To provide equal opportunities for all.

Health and Wellbeing

In 19/20 we received a school accreditation kitemark from Healthy Young Minds in Herts for "A whole school and college approach to emotional wellbeing, mental health and suicide awareness". We are the first Stevenage school, and the first Education Support Centre to achieve this kitemark.



Staff Wellbeing

Teaching can be immensely rewarding but also physically and emotionally draining. If we want our school staff to do what is asked of them, then we need to make sure that their mental health and wellbeing is effectively supported.

We do this by offering;

- Daily briefing and debriefing
- Tea and coffee provided free of charge
- Vita Health membership - offering free wellbeing mentoring/counselling for staff
- Herts Rewards scheme
- Drop in sessions offered to staff by external professionals
- Open door policy to SLT
- CPD offered to all staff
- Social events
- Secret squirrel

Vita Health - Employee Assistance Programme - 'Workplace Wellness'

Stevenage ESC is signed up to Hertfordshire County Councils Employee Assistance Programme. Vita Health provide a free and confidential support service to staff, offering you unlimited access to advice and information, coaching and counselling where appropriate. Available 24 hours a day, 365 days a year, the service is there to help you manage all of life's events and support you through the challenges.

We can offer a range of benefits including:

- Exceptional CPD opportunities
- We run a strong and robust induction programme for Early Career Teachers (ECTs). We provide a comprehensive support programme for ECTs with established mentors and support networks. We view the ECT Induction as a means to developing the best teachers in the local area.
- Comprehensive Employee Assistance Programme
- Membership of the Teacher's Pension Scheme / Local Government Pension Scheme
- Career development opportunities within the Nexus Herts Federation
- The support of a highly professional team and the opportunity to expand your professional networks through the Federations external partnerships
- Cycle to Work Scheme
- Occupational Health
- Free flu jabs
- Free parking
- Staff social events
- Staff wellbeing and supervision
- Routes into teaching supported by national programmes
- We offer flexibility with part-time working hours. We support staff to attend personal events if/when cover can be arranged
- There is no expectation for staff to respond to emails in the evening or at weekends
- New build where staff are core to its development

How do we support you and your professional development?

- All new team members complete a full, comprehensive induction programme
- New staff are assigned an experienced colleague to act as their mentor
- All staff have access to the National College website which hosts a broad range of CPD training, webinars and certified courses
- Annual performance reviews and bi-annual support meetings with the Executive Headteacher

Steps

We are a credited Steps Centre. Steps support Schools/Centres with developing a therapeutic approach to behaviour. Steps is an approach to behaviour that prioritises the prosocial experiences and feelings of everyone in the Centre.

The main points for Steps that should be remembered are;

- Build positive relationships with students

- Teaching & learning and behaviour are inter-linked
- We need to teach behaviour
- If you can predict their behaviour then you can prevent it
- Positive experiences create positive feelings. Positive feelings create positive behaviour
- Our behaviour is their experience

When there are challenging behaviours the following de-escalation script must be used;

- Child's name
- I can see something has happened
- I am here to help
- Talk and I will listen
- Come with me and.....

Our School Day

Daily hours including PPA time	Time
School starts for staff briefing	8.20am
AM Registration	8.45am – 9.00am
Period 1	9.00am - 9.55am
Period 2	9.55am - 10.50am
Break time / Break duty	10.50am – 11.00am
Period 3	11.00am - 11.55am
Period 4	11.55am - 12.50pm
Lunch	12.50pm - 1.20pm
PM Registration	1.20pm - 1.25pm
Period 5	1.25pm - 2.15pm
Reading	2.15pm - 2.25pm
Staff Briefing	2.30pm - 2.40pm
Staff PPA	2.40 to 3.10pm

Staff meetings are held on a Wednesday, 3 – 4pm.