

## Background Information Sheet

**Advisory Teacher:**

### **Co-ordinating Intergenerational Linking (0.6) and Active Citizenship/Social Action for Primary Schools (0.4)**

#### **The Linking Network**

The Linking Network seeks to link schools and communities together and to support work on Spiritual, Moral, Social & Cultural (SMSC) development that can form a lever for positive whole school change. It offers

- Specialist support and training for facilitators running a local linking programme across the country in 26 localities
- Bespoke support and training for schools on ethos and culture, identity, diversity, community, belonging and equalities and spiritual, moral, social and cultural development.
- A wealth of tried and tested classroom resources

Our funding comes from a range of sources including Pears Foundation, the Ministry of Housing, Communities and Local Government (MHCLG), the Department for Education, the #iwill fund and the Dunhill Medical Trust as well as service delivery.

We are a small team that achieves big things. Working for The Linking Network requires taking on substantial responsibility, being versatile, dependable, innovative and flexible in a fast paced, busy and dynamic environment.

In all that we do we aim to be thoughtful, collaborative, creative, up to date with educational requirements, challenging where needed, evidence based and action-focussed, always striving for excellence.

Our work is rooted in social contact theory which evidences that positive meaningful interaction can reduce prejudice and fear and increase openness to difference.

Our ambition is that our work will enable thousands of children and young people to go beyond tolerance to develop mutual understanding, appreciation and a sense of belonging.

#### **1. Intergenerational Linking Programme**

The programme focuses on intergenerational community engagement between children and young people aged 5-14 years, in particular from less advantaged socioeconomic backgrounds, and older people resident in care homes.

We see youth social action/active citizenship as:

*“Young people taking practical action in the service of others to create positive change. Social action might happen through a structured programme or school or workplace or might be self-generated by young people themselves.”*

The programme will co-create and pilot a range of intergenerational community engagement initiatives with the purpose of developing school programmes that engage children with communities in care homes and programmes in youth organisations with communities in care homes. The ambition is to create sustainable good practice and create a long-term volunteering habit in the young and connecting the residents of care homes for older people with their communities in a way which is flexible, practically achievable and self-sustaining. We recognise that both young and older people tend to be most comfortable in the familiarity of the local communities in which they live and so we are taking a place-based approach.

The Intergenerational Linking Programme will take place over four phases:

Phase 1: Planning and preparation

Phase 2: Co-producing projects

Phase 3: Supporting local implementation

Phase 4: Celebrating and capturing impact

Equitable benefits for all participants will be a key principle to the work. In all aspects of the programme we will be encouraging a child and youth-led approach where we will listen to children and young people's views on their experiences and ensure that reflection is an integral part of the programme. In all aspects of the programme My Home life and TLN will be encouraging an intergenerational approach, listening to older people's views on their experiences and ensuring these too are an integral part of the programme.

The programme will:

- empower young people to develop their leadership skills
- support more schools and community organisations serving low income communities to embed youth social action into their culture and practice
- enable more young people to tackle health inequalities within their communities (through volunteering in care homes) and help catalyse meaningful social action across the age groups so that it becomes the norm for young people and helps care homes avoid becoming "islands of the old"
- amplify the voices of young people through the design, development and evaluation of the programme.

The programme model will be developed initially in 2020 in two localities in England where the post holder will work to test and pilot creating equitable, constructive links between identified care homes and primary schools and youth organisations. Once piloted and resources developed this will then be rolled out in an additional 8 areas so that in each area there will be local intergenerational linking projects with care homes. In each locality an organisation such as a local authority or charity who works with schools will run the programme, co-ordinated by the post holder in partnership with the Development Officer at My Home Life. The My Home Life post

holder is already in role and brings expertise in developing care home programmes and training.

Learning and experience from the Intergenerational Linking Programme will be embedded into The Linking Network ways of working.

The post holder will be supported by the Directors of The Linking Network and the Intergenerational Linking Programme Director and will be part of a dynamic and supportive team. Admin support will be provided, and the programme will have the support of a Communications Officer. Finance and Grant making aspects of the programme will be led by My Home Life.

### **Partnership Approaches**

The post of Advisory Teacher: Intergenerational Linking will spend 0.6 of their time on the Intergenerational Linking Programme which will be delivered by a partnership between:

My Home Life – an international initiative that promotes quality of life and delivers positive change in care homes for older people. Care Home Friends and Neighbours is an initiative designed to open doors and develop relationships with the local community. My Home Life advised on the recent Channel 4 programme which followed children and old people in a Care Home connecting over time. My Home Life has extensive connections with Care Homes and offer training and resources for the development of good practice.

The Linking Network - supports schools and communities to develop a positive, cohesive ethos by helping children, young people and adults to explore identity, celebrate diversity, promote community and champion equality. TLN currently support local schools linking programmes in 27 local authority areas to create sustainable year long, class to class links rooted in the curriculum. In each programme there is a local 'broker' in a local authority or educational NGO who lead the programme in their area. TLN provides teacher training and classroom resources and a website to support the work.

**This part of the post is funded by a matched fund created by the Dunhill Medical Trust\* and The National Lottery Community Fund, as part of the Department for Digital, Culture, Media and Sport's #iwill programme which has been established to work with organisations across the UK to help them in embedding support for youth social action into their culture and practice.**

\*The Dunhill Medical Trust – an independently endowed funder of academic and clinical research into understanding the mechanisms of ageing and treatment of age-related conditions, as well as of innovative community-based developments, which aim to improve the health and social care of older people.

## **2. Embedding Social Action/Active Citizenship in Primary Schools Linking**

The post holder will work to embed Social Action and Active Citizenship in TLN's Primary Schools Linking Programme by incorporating Social Action and Active Citizenship into all elements of the work.

This will include developing new primary resources for classrooms. It will also include working in partnership with other organisations to develop shared resources for different areas of Active Citizenship and Social Action. It will include developing training on using the resources and sharing the learning on social media and through TLN Networks.

TLN is already working in partnership with a number of different organisations that support the development of active citizenship and social action, so this role is an exciting opportunity to develop this work further. This includes, for example, The Eden Project, the #iwill campaign, the Great Get Together, Schools of Sanctuary.

The Post Holder will be supported by the Directors of The Linking Network and the TLN team.

**This post is supported by the Pears #iwill Fund, a match fund created by The National Lottery Community Fund, the Department for Digital, Culture, Media and Sport, and Pears Foundation.**



# **Advisory Teacher**

September 2019

## **The Linking Network**

**<https://thelinkingnetwork.org.uk/>**

## Role Profile

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<b>Post:</b>	Advisory Teacher (The post may be a full-time role or two part-time roles (0.6 FTE and 0.4 FTE)
<b>Organisation:</b>	The Linking Network
<b>Salary:</b>	£32,000 to £36,000
<b>Tenure:</b>	January 2020 – August 2021 (20 months), in the first instance.
<b>Responsible to:</b>	The Linking Network Directors (0.6 FTE and 0.4 FTE roles) My Home Life England Director (0.6 FTE role only)

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### This job specification comprises two roles:

**Role 1:** Facilitating Care Home Friends and Neighbours: Intergenerational Linking Programme (0.6 FTE)

**Role 2:** Embedding Active Citizenship/Social Action in Primary School Linking Programmes (0.4 FTE)

### Special conditions

1. The role will be mainly based at The Linking Network (TLN) offices in Bradford. For the 0.6 FTE role, a 'hot desk' will be provided by My Home Life at City, University of London, to enable joint working on the Care Home Friends and Neighbours: Intergenerational Linking Programme.
2. The job will include significant travel. A clean driving licence with the use of a car and/or the ability to travel by public transport and a willingness to be away overnight are essential.

## Job Description

**This is an exciting and creative opportunity for a primary teacher who will be well supported by the existing teams at TLN and MHL. The successful applicant will become part of a dynamic and nurturing team who are seeking to work together to make a difference.**

### Purpose

**Role 1:** The Advisory Teacher will be employed by The Linking Network in Bradford and will deliver the Care Home Friends and Neighbours: Intergenerational Linking Programme, in partnership with My Home Life England in London. This initiative is part of the #iwill Campaign (<https://www.iwill.org.uk/>). The post holder will have particular responsibility for leading the programme to connect primary schools and community youth organisations with their local care homes, ultimately across 12 local areas (24 neighbourhoods) in England. This is a very exciting and creative role that will enhance children and young people's active citizenship and leadership skills, as well as, make a real difference to the lives of older people living in care homes. The post holder will work in close partnership with a colleague from My Home Life England (<http://myhomelife.org.uk/>), who will bring prior experience of working with Care Home FaNs (<http://carehomefans.org/>). This part of the role will be 0.6 FTE.

**Role 2:** The Advisory Teacher will be employed by TLN and will work as part of the TLN team to embed Active Citizenship and Social Action into the TLN Primary School Linking Programme. This is an excellent opportunity to be part of a national programme of work that involves connecting with partners and creating resources, programmes and training for use in primary schools across the Network of Schools Linking programmes. This initiative is part of the #iwill Campaign (<https://www.iwill.org.uk/>). This part of the role will be 0.4 FTE.

## **Duties and Responsibilities**

### **Role 1: Care Home Friends and Neighbours: Intergenerational Linking Programme (0.6 FTE)**

- Act as the day-to-day joint lead on the delivery of the aims and objectives of the programme, working alongside a lead for community engagement with care homes and other staff in The Linking Network and My Home Life teams (for more information, see Background Information Sheet).
- Pilot intergenerational linking in 2 areas and then support local organisations in 10 further areas across the country to deliver the programme in collaboration with schools, community youth organisations and care homes in their area
- Create and test a range of age appropriate resources and activities for use by primary schools, community youth organisations and care homes in the programme.
- Facilitate teachers and community youth organisation leads to reflect on what works well in Intergenerational Linking
- Support all engaged in the programme to reflect on what they value and why' and 'what works' so that all 'voices' are heard and responded to
- Work with the team to create and disseminate new products (resources, events, interventions, tools and materials) aimed at inspiring best practice and enabling different stakeholders to get involved in the programme
- Develop and deliver local and national workshops aimed at bringing stakeholders (including children and young people) together to support improved engagement between local schools, community youth organisations and care homes.
- Actively seek partners and collaborators from a range of sectors to support the successful delivery of the work.
- Build and manage relationships with key stakeholders
- Assist in the gathering of data (including good practice stories) to evaluate the programme
- Assist in the dissemination of findings using a range of user-friendly methods (including stories of best practice).
- Work in partnership with The Linking Network and My Home Life to do all that is possible to ensure equitable benefits to older people living in care homes and children/young people, keeping in mind the needs of family, as well as, the staff in the organisations that are linking
- Work in line with the #iwill 6 principles (be challenging, be youth led, be socially impactful, be progressive, be embedded, and be reflective).
- Work in line with the four My Home Life frameworks (Developing best practice, Focusing on relationships, Being appreciative, and Having caring conversations)
- Work in line with The Linking Network's principles for linking (equitable benefits for all, safe but challenging processes, promoting achievement, creative approaches, time for reflection)

### **Role 2: Active Citizenship/Social Action in Primary School Linking (0.4 FTE)**

- Research and test age appropriate opportunities for social action and active citizenship in primary schools linking programmes in Bradford.
- Connect this work to the primary curriculum and support teachers in a range of ways to place this work in their practice
- Create a case study training film capturing social action embedded in linking that includes a range of social action opportunities for linking. Communicate and publish stories about this work on the TLN website and on social media.

- Work as part of the team to create new resources, tools, and training materials that catalyse active citizenship and social action as an everyday part of Primary Schools Linking across the TLN Network with a focus on Key Stage 2.
- Research, test and disseminate resources produced by other partner organisation agencies such as the Eden Project on Youth Environmental Social Action, Schools of Sanctuary and others to inspire teachers in using these in linking and in other areas of school life
- Engage with and learn from partners in the social action/active citizenship arena and work in partnership to create curriculum resources for Primary Linking Classes
- Work as part of the team to disseminate learning and good practice to the Network facilitators that TLN works with across England and through this equip schools to have a clear pathway to embed this work across school.

## Person specification

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This role requires a practitioner who has:

- positive attitudes towards children, young and older people
- appreciation of inequalities and desire to make a difference
- the ability to act on their own initiative, as well as, function well as part of a team, operating well in both face-to-face and remote contexts
- flair for creating engaging lessons, developing curriculum resources, designing projects and delivering workshops and training to adults, young people and children
- commitment to our values, vision and approach
  - TLN: supporting schools and communities to develop a positive, cohesive ethos by helping children, young people and adults to explore identity, celebrate diversity, promote community and champion equality
  - MHL: developing best practice together, focusing on relationships, being appreciative, having caring conversations
  - #iwill: be challenging, be youth led, be socially impactful, be progressive, be embedded, and be reflective.
- the ability to work unsociable hours and to travel extensively in the UK.



**PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
<b>Experience</b>	<p>At least three years' successful teaching experience in a primary school.</p> <p>To have developed new and innovative curriculum resources and programmes of study within a primary school.</p> <p>Experienced in working with and building positive relationships with children and young people and those who work with them in primary schools.</p>	<p>To have recent, successful experience in a primary school environment at middle to senior management level.</p> <p>Experience of training/coaching adults.</p> <p>Experience of developing and delivering of effective CPD.</p> <p>Some experience of engaging with older people</p> <p>Project management experience.</p> <p>Experience of working with partner organisations.</p> <p>Knowledge of social action/active citizenship in practice in schools and community youth organisations</p> <p>Experience of gathering, analysing and reporting data</p>	<p>CV</p> <p>References</p> <p>Interview</p>
<b>Qualifications</b>	QTS or its equivalent (degree status)		CV

	Essential	Desirable	How Identified
<b>Skills/knowledge</b>	<p>Strong communication and interpersonal skills and the ability to build relationships</p> <p>Self-motivated with the ability to work on own initiative with minimum supervision, but also to work collaboratively with others</p> <p>Good organisational skills, with attention to detail and ability to prioritise and manage deadlines</p> <p>Good understanding, empathy, commitment to issues around social cohesion, equality and diversity and social justice.</p> <p>Creative and enjoys coming up with new ideas</p> <p>Proactive approach to problem solving.</p> <p>Dedication to excellence and quality control.</p> <p>Open-minded and compassionate.</p> <p>Commitment to ongoing learning and enquiry</p> <p>Adaptable and keen to engage with a variety of topics.</p> <p>Interest in listening to the 'voices' of young and older people and acting on this, where appropriate and possible</p> <p>Awareness of safeguarding policies and practices and ability to exercise tact, diplomacy and integrity at all times</p>	<p>Experience of working with diverse communities in the UK.</p> <p>Interest in developing the skills of listening to the 'voices' of older people and acting on this, where appropriate and possible</p> <p>Strong presentation skills, able to engage people when delivering training or giving presentations and the ability to network and inspire others</p>	References Interview
<b>Health</b>	Good health and attendance record over last 2 years if employed.		References
<b>Personal</b>	<p>Able to succeed in a low structured environment and have a high degree of independence and initiative whilst also being a team player.</p> <p>High levels of integrity, honesty and credibility and an enthusiastic manner.</p>		Reference

	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
<b>Other</b>	Permission to work in the UK  Subject to DBS check  Clean driving licence with the use of a car, the ability to travel by public transport and a willingness to be away overnight are essential		Paperwork

### **Salary and Conditions of Service**

The salient features of conditions of service are as follows:

- *Holidays: 37 days pro rata, plus 8 Bank Holidays*
- *Full Time Hours: 37.5 hours per week*
- *TLN offers a pension scheme - People's Pension*
- *All offers of appointment are subject to TLN receiving satisfactory references*
- *All appointments at TLN are subject to a probationary period.*

### **Equality, Diversity and Inclusion**

The Linking Network is committed to promoting equality, diversity and inclusion in all its activities, processes, and culture, under its Public Sector Equality Duties and the Equality Act 2010. This includes promoting equality and diversity for all, irrespective of any protected characteristic, working pattern, family circumstance, socio-economic background, political belief or other irrelevant distinction.

The Linking Network confirms its commitment to equal opportunities in all its activities. It is intended that no job applicant or employee will receive less favourable treatment on the grounds of political belief, sex, sexual orientation, disability, marital status, race, nationality, ethnic origin, religion or social class. Selection and promotion criteria will be kept under review to ensure that individuals are treated on the basis of the job requirements and on their relevant personal merits, and are not disadvantaged by conditions or requirements, which cannot be shown to be justifiable.

### **Applications**

When preparing your application, you should address carefully the role profile and, in particular, the qualities outlined in the Person Specification. Please include examples where appropriate.

All applications must be received by the advertised deadline of midday Friday 18<sup>th</sup> October 2019. Interviews will be held on Thursday 24<sup>th</sup> October 2019. Candidates for interview will be contacted by the end of Monday 21<sup>st</sup> October. If you do not hear from us, please assume your application has been unsuccessful on this occasion.

For an informal discussion please contact Meg Henry:

By phone (07814 213935) or by email ([meg.henry@thelinkingnetwork.org.uk](mailto:meg.henry@thelinkingnetwork.org.uk))