



Behaviour Support Worker RECRUITMENT INFORMATION PACK

Mersey Primary Academy
Derwent St
Hull
HU8 8TX

RECRUITMENT INFORMATION PACK

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September 2017

Dear Candidate,

Thank you for expressing an interest in the post of Behaviour Support Worker.

Mersey Primary Academy currently has 206 pupils on roll. It is situated a couple of miles east of Hull City Centre. Before becoming an academy the school was placed into special measures. The last Ofsted rated the academy as a good with outstanding leadership.

This is a fantastic opportunity for the successful candidate to be part of something special. Mersey Primary Academy views challenge as something to overcome and not to be used as an excuse for underachievement.

Delta Trust is looking for an outstanding supervisor who will improve the life chances of our young people, engaging with their families and the local community. You will join a team of professionals who are determined to develop the school into a great place to be, contributing in innovative ways to develop our curriculum and extended provision.

The Academy works in a Hull Cluster of Delta Trust Academies, comprising of four primary academies and one secondary academy.

We are looking for an outstanding member of staff to inspire the children through our 5Rs during the academic day. Mersey Primary Academy strives to ensure achievement for all: working in partnership with our families to enable learners to develop emotionally, socially and academically within a safe and secure environment. We would like to hear from you if you share our vision.

Yours sincerely

Jacqui Overfield

Head of Academy

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at www.deltatrust.org.uk

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **Career Development** - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include Ofsted training, safer recruitment, paediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobseast@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>



Mersey Primary Academy Behaviour Support Worker

**Temporary for one term in the first instance
27 hours per week / term time only
Salary: Grade C point 12 – 16 £16,123 to 17,419 pro rata
To start ASAP**

We are seeking to appoint a Behaviour Support Worker to provide support and guidance to pupils with emotional and behavioural difficulties and thereby remove barriers to learning.

The successful applicant will promote effective participation and enhance individual learning through mentoring and support on a 1 to 1 basis with an individual student who has an Education Health Care plan.

Candidates should have excellent numeracy and literacy skills, and will hold a good level in Maths and English, with the ability to support children across the whole curriculum. Previous experience in a similar role would be advantageous.

We look forward to you joining our dedicated and supportive team.

Visits to Mersey Primary Academy are warmly welcomed by appointment through the academy. Please contact the academy on 01482 327417.

Closing Date: Friday 29th September 2017 at 12 noon
Interview Date: Tuesday 3rd October

**An application pack can be downloaded from
jobseast@deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095**

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

JOB DESCRIPTION

Post: Behaviour Support Worker
Salary: Grade C (p.t 12 – 16)
Responsible to: Assistant Principal: Inclusion

Purpose of the role:

Responsible for supporting the learning and behaviour of students within the Academy both inside and beyond the curriculum.

Duties and Responsibilities

- To supervise the students required to attend the off-site provision
- To liaise with subject tutors and Pastoral leaders to ensure appropriate work is accessed by the students
- To liaise with parents as appropriate regarding an individual student
- To prepare a report on each student in preparation for the re-admission meeting with the Principal and Assistant Principal Inclusion, these should be timely, objective and provide accurate feedback.
- To work with individual students who have a barrier to learning, developing action plans with targets for improvement.
- To establish productive working relationships with students, acting as a role model and setting high expectations.
- To contribute positively to the pastoral team and attend meetings as required
- To assist and support the continual development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting any concerns in a timely manner to the appropriate Pastoral Leader of Assistant Principal.
- To support the progress and development of students educated at off-site provision.
- To embrace the ethos of the Academy and take responsibility for professional development.
- To undertake any other duties commensurate with the post as required by the Assistant Principal Inclusion.
- To be responsible for all issues pertaining to a students' wellbeing.
- Promote high expectations of student attainment.

Work with the SENCO to monitor and support on students requiring or in receipt of additional learning support.

PERSON SPECIFICATION Behaviour Support Worker

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Associated qualifications for the post	✓		A/C
An awareness of Every Child Matter's Agenda and Child Protection		✓	A/I
Understanding of Health & Safety Issues and good practice	✓		A/I
A good standard of education particularly in Maths and English	✓		A/I
EXPERIENCE			
Supporting students with challenging behaviour		✓	A/I/R
Working with families with a variety of different issues		✓	A/I
SKILLS			
Good organisational and personal management skills	✓		A/I
Effective behaviour management	✓		A/I/R
Effective communication skills	✓		A/I/R
An ability to demand high standards	✓		A/I/R
Be able to work independently and be a team player	✓		A/I/R
An ability to inspire and motivate students	✓		A/I/R
Effective time management	✓		A/I/R
The ability to meet deadlines	✓		A/I
Good ICT skills	✓		A/R
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to self and team development	✓		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility.	✓		A/I
A commitment to abide by and promote the Academy's Equal Opportunities, Health and Safety and Child Protection Policies	✓		A/I
The post holder will require an enhanced DBS	✓		C

Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate