



Temple Mill Primary School

Candidate Briefing Pack After School Club Supervisor





Welcome to The Howard Academy Trust

As a Trust, we currently comprise of Medway secondary and primary schools. We have future growth plans extending into North Kent and have been selected by the DfE and Kent County Council to open a new secondary presumption free school in Margate in September 2023.

Our overarching aim and vision is for our member schools to deliver an outstanding education for children and young people. We endeavour to ensure that all our students have access to the highest standards of teaching, resources and opportunities. The Trust's role is to oversee the leadership and vision of member schools and to develop effective and supportive partnerships between them. We have a firm belief within the Trust that every child should have access to at least a good education.

We are proud that every academy inspected since joining our Trust has remained as a Good school. Temple Mill Primary School joined the Trust as a sponsored academy in December 2015 and has moved from Special Measures to a Good school. Our schools serve their own community and each has a unique identity. Being part of this Multi Academy Trust has already provided member schools with practical benefits. We want communities to be proud of their local THAT school and we are determined to make it the first choice for all families.

As Chief Executive, I am enormously proud of our schools and of the leaders, governors, teachers and support staff who every day ensure our pupils enjoy and make good progress in their learning.

Owen McColgan
Chief Executive
The Howard Academy Trust





Vision and Values

We aim to create a close knit family of Good and Outstanding schools through partnership, challenge, accountability and support within a cooperative framework.

We are committed to enhancing the life chances of young people by improving their educational achievement.

Schools within the Trust will retain their unique and individual character.

We strive for excellence and aim to bring about transformational change where necessary in schools.

We are truly inclusive and aim to establish the highest expectations for young people and all those who work with them.

As a Trust we have five fundamental tenets:

- Our moral purpose is to make a positive difference to the lives of young people.
- We strive to create a culture of dignity, respect and trust in all our academies.
- There is no ceiling to achievement for young people.
- All staff have the right to exceptional professional development.
- All young people have the right to attend at least a Good school.

Our Family of Schools



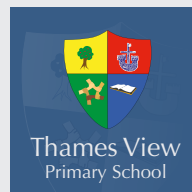
The Howard School
1,500 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



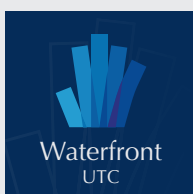
Temple Mill Primary School
210 Pupils on Roll
Rated Good by Ofsted
Located in Strood, Kent



Deanwood Primary School
210 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Thames View Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Waterfront UTC
170 Pupils on Roll
Located in Gillingham, Kent



Miers Court Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

Further information about our academies can be found at www.thatrust.org.uk



Working for The Howard Academy Trust

The Howard Academy Trust value employees that work for our organisation. The following benefits are available to employees within our academies.

Financial

- Salary
- LGPS Pension
- Sick Pay

Family Friendly

- Maternity, paternity and adoption leave
- Parental and dependent care leave
- Flexible working



Hear from staff across the Trust

Employee Benefits - Permanent Contracted Employees & Fixed Term

- Employee Assistance Programme
- Flu Jabs
- Discounted Gym Membership

Professional Development

- Access to Middle and Senior Leadership Courses
- Role specific training courses for Associate Staff
- Career stage CPD



Welcome to Temple Mill Primary School

Welcome to Temple Mill, a caring, friendly and inclusive environment that enables children to achieve all they can. We are privileged to have such wonderful children at Temple Mill, and we will always aim to ensure that every child gets nothing less than the very best they deserve.

We are a single form entry school with eight classes in, from Nursery to Year 6. As a small school, we soon get to know each other and we are pleased to enjoy positive partnerships with our parents and families.

We are developing an exciting enquiry led curriculum which is inspired by inquisitive learners and dedicated to giving our children a broad experience and deeper understanding of the topics they cover. Our aim is to equip children with the skills, knowledge and understanding to enable them to make informed decisions about the important things in their lives. Our school will provide solid foundations that children can take forwards into their futures.

We want each and every pupil and parent to say the Temple Mill name with pride. We promote our uniform, a sense of belonging and that everyone's contribution is valued. We have a strong pupil voice here and it is influential in driving and supporting school improvement.

If you would like to know more about our school, you are welcome to come and visit. At Temple Mill our children very much enjoy talking about their progress and their pride in being part of the Temple Mill family.

We look forward to receiving your application.

Mr Bignell,
Co-Head Teacher



Mrs Lewis,
**Co-Head Teacher & Trust Primaries
Executive Headteacher**





Temple Mill Primary School is a community primary school serving the full primary age range from 3 to 11. At present there are 210 children on roll. On 1 December 2015 Temple Mill Primary School became part of the Howard Academy Trust.

School Characteristics

NOR:	208 + 26 Nursery
Age Range:	3-11
Gender of Pupils:	Mixed
OFSTED Rating:	Good
Disadvantage (PP+FSM):	29%
SEN:	15% (2018-2019)
EAL:	22%



Hear from our current staff

Temple Mill Primary School is sponsored by The Howard Academy Trust. Outcomes for students have increased substantially over the last year moving the school into the top ten highest achieving schools in Medway.

Job Description

Job Title:	After School Club Supervisor
Contract Type:	Fixed Term
Remuneration:	NJC E2 Point 1 - 3 (£3,628.90 - £3,775.34 per annum)

Core Purpose and Scope

The holder of this post is expected to carry out the professional duties of a After School Supervisor as described below, as circumstances may require and in accordance with the Trust's policies under the direction of the Senior Leadership Team. The post-holder is required to fully support the vision, ethos and policies of the Trust.

THAT Vision & Values

As a Trust we have five fundamental tenets:

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Values and Behaviour

Support Staff play a vital role in assisting to make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and Professional Conduct

The post holder should conduct themselves professionally at all times, treating pupils and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

Key responsibilities:

To provide a welcoming, stimulating, safe play environment for children aged 4-11 attending the club:

- To provide full care for the children, including receiving and handing over safely from Teachers/LSAs to their parents or carers.
- Leading the day-to-day management of the after-school club.
- Providing line management to the team worker, directing the work of staff based at the wrap around care and supervising their activity.

- To ensure that any injury or sickness of pupils is recorded, where appropriate administer basic first aid and record all details in the first aid book and to clean up after sickness of children.
- Working with the staff member to provide care as well as play opportunities and activities in a homely, nurturing and safe environment, with regard to the individual developmental needs of the children.
- To support in removing and storing tables, benches, chairs and play equipment to storage areas.
- Liaising with parents to encourage parental involvement and support to the after-school club.
- Provide advice and guidance to staff, students, parents/carers and others.

Administration:

- Implementing and regularly reviewing all policies and procedures of the wrap around club.
- Maintaining all records relating to the wrap around club in accordance with data protection and freedom of information legislation/regulations.
- Effectively managing the occupancy levels of the wrap around care and offering childcare places.
- Promoting and marketing the wrap around care to maintain occupancy and revenue streams.
- Developing professional working relationships with the Academy and all relevant professionals and authorities.
- Monitoring and evaluating the quality of the wrap around care.
- Attending termly meetings and preparing reports for the SLT.
- Carrying out any other duties that would enhance the work of the Academy's wrap around care.
- Contributing to the quality assurance process of the wrap around care.

Resources

- Operate relevant equipment/ICT packages (e.g. MS Office, internet, intranet, Management Information System, Email).

Management

- Line manage direct reports ensuring the effective and efficient operation of the department and that each individual is effectively deployed.
- Hold regular team meetings with direct reports in order to address any issues arising and to bring these to an acceptable conclusion wherever possible.
- Be responsible for the performance management and professional development of direct reports.
- Be responsible for the recruitment and induction of new staff to the department.

Additional Duties:

- All staff, with the support, of the academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the children and young people.
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the academy's health and safety at work policy.

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.

An enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.

Person Specification

Post: After School Club Supervisor

Please refer to these requirements when completing the application. The person specification is related to the requirements of the post as determined by the job description.

Essential	Desirable
Education and Qualifications	
<ul style="list-style-type: none"> NVQ Level 3 in childcare or other relevant qualification. 	<ul style="list-style-type: none"> Evidence of ongoing Professional Development. Degree or equivalent in childcare or other relevant qualification. First Aid Training.
Experience	
<ul style="list-style-type: none"> Recent experience of working with children aged 4-11 years. Experience of the role of a supervisor play worker. Working a part of a team. 	<ul style="list-style-type: none"> Experience of working within the academy or education sector. Coordinating and planning play opportunities.
Knowledge and Understanding	
<ul style="list-style-type: none"> Maintain pupil and family confidentiality. An understanding of good quality childcare. The ability to meet children's individual needs. Attend regular meetings as and when required. High degree of accuracy. Ability to manage time effectively to complete tasks to a high level. Ability to work both alone and within a team to achieve specified standards. Be flexible to changing demands of the post. To undertake any training relevant to the role. 	<ul style="list-style-type: none"> Knowledge of child protection and safeguarding policies. Knowledge of health and safety legislation. Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos and how this impacts on morale, high expectation and high standards.
Characteristics and Competencies	
<ul style="list-style-type: none"> Excellent communication including verbal and written skills. 	

<ul style="list-style-type: none"> • Competent with IT and other software packages such as Word, Excel and PowerPoint. • Good organisational skills. • Ability to create a happy, challenging and effective learning environment. • A solution-focused mindset and determined “no-excuses” approach to raising standards. • A personable nature to build effective relationships. • Ability and keenness to promote the Trust’s positive culture and ethos. • A high level of integrity, confidentiality and discretion. • Ability to develop good personal relationships within a team, making an effective contribution to high morale. • Ability to develop good personal relationships within a team; making an effective contribution to high morale. 	
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Application Process

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We will review applications as they are received and contact those shortlisted for interview. Early applications are encouraged as we will close the recruitment process once a suitable candidate is appointed.

Applicants should send their completed application packs to hr@thatrust.org.uk.

Important Information for Applications

Closing Date: Wednesday 22 September 2021

Interviews: TBC

Person Specification

This specification sets out the criteria which will be used to shortlist candidates for interview and during the interview process. After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form. After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

We hope you find the information in this pack useful. Should you have any further queries or concerns, please do not hesitate to contact Sharon Teachen, HR Manager, on 01634 265771 or email hr@thatrust.org.uk.