



Application Pack

The Bridge Alternative Provision Ltd & Project SEMH Ltd

Thank you for your interest in joining our team.

We believe that diversity of skills and experiences enriches our team, so we welcome applications from candidates of all backgrounds. We believe that diversity makes us stronger and better, and we are an equal opportunities employer dedicated to hiring and developing a diverse team. We welcome applications from all suitably qualified persons regardless of any protected characteristics.



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What is unique about working at The Bridge?

"My voice is heard and I'm part of a great team - it's like being part of a work family!"



Company Overview

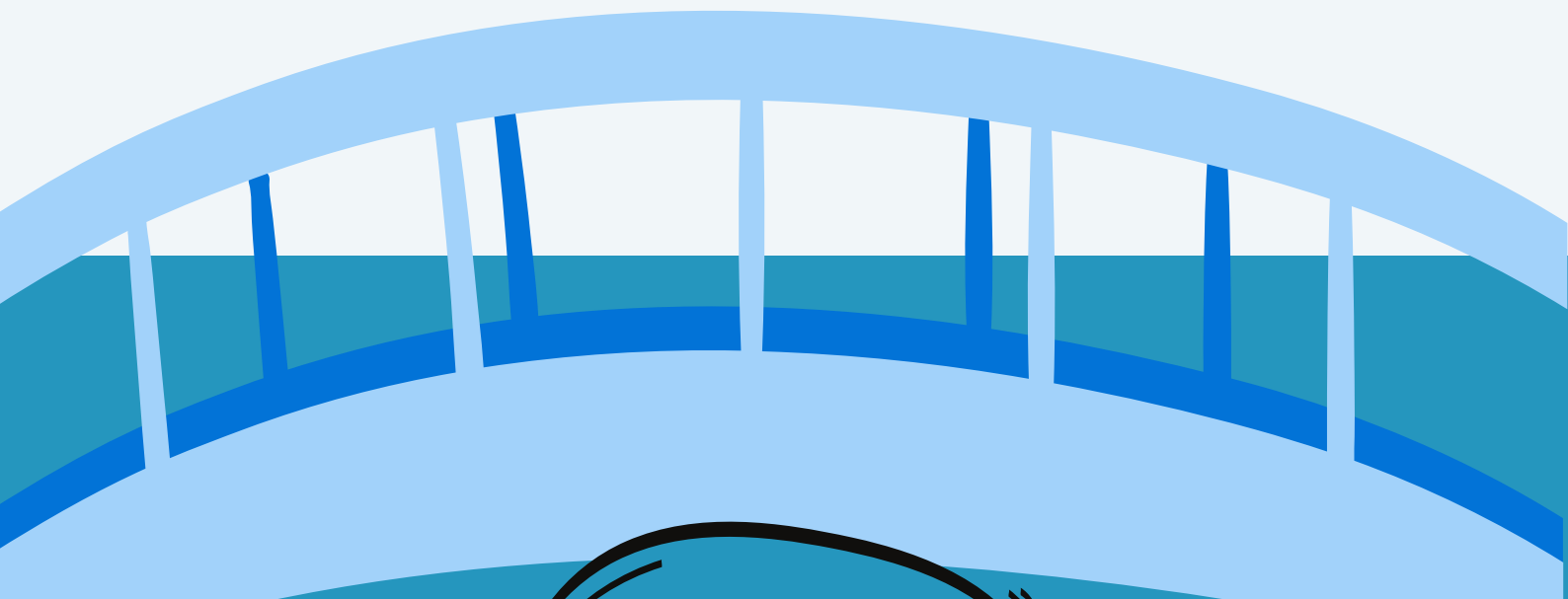
The Bridge and Project SEMH (t/a SAS Mentoring) are alternative provisions for learners who were unsuccessful in a generic classroom and needed a therapeutic & holistic approach to their education. Supporting learners from age 5 to 18.

Our provision is a transition rather than a destination setting - supporting a variety of learners, including those that need time out from their home school, at risk of permanent exclusion, those awaiting a special school placement and young people from out of county.

We work with learners with a variety of difficulties and conditions including autism, ADHD, SEMH, sensory issues, trauma, brain injuries and learning difficulties. A large focus of our work is helping young people who have behavioural concerns or mental health problems.

We aim to restore their self-confidence, self-esteem, self-control and self-motivation through a flexible, personalised, needs-led programme with unconditional care, nurture and support.

Every day at ur provision is a fresh start.



*What would you say to
someone unsure about
working here ?*

"You won't regret it!"

Our Story

"Our Story" in the provision refers to the narrative of Nikita's vision and our history, achievements and milestones providing a comprehensive overview of our journey and contributions to education.

In 2019 one of the very few alternative provisions based within Wiltshire, unfortunately decided to close their doors. The company was run by a charitable organisation and felt there was no other option other than to dissolve the Wiltshire and Bristol division. This was due to a high staff turnover and buildings that were not fit for purpose - one of these was actually above a betting shop in the middle of a very busy Bristol high street.

As the closing date was drawing closer there was one issue that had not been resolved. The learners that attended the Trowbridge and Chippenham provisions, had nowhere to go!

The remaining members of the Wiltshire schools worked closely with the local authority trying to find suitable placements for the young people; however, the only available options at the time were provisions such as equine therapy or an arts & drama provision. While these are incredible assets to the young people of Wiltshire, this option was completely unsuitable for this cohort who were unfortunately caught up in many different outside influences.

This is where Nikita stepped in, she set up a company called Project SEMH Ltd and agreed to take the four remaining young people for some tutoring sessions while an appropriate placement was found and the rest you could say was history!

Nikita and her first colleague went from four learners to eight in a very short period and by the time we reached May 2020, the keys to the first building were collected with 12 young people in tow and 6 members of staff. (This building is now where our KeyStage 1 children come to learn)

September 2021, the keys for a new building were collected. The team had expanded significantly as well as the learner numbers. It was here as a team, we realised that there was something missing from our offer. As passionate and dedicated as the team were, there were some students that were just not classroom ready and we as a 'project' were setting them up to fail by expecting them to conform to standards that they were just not ready for yet!

It was from here that SAS Mentoring was born. The SAS team have managed to re-engage students, supporting them either at their 'home' school or assisting them into returning to their mainstream school or back into the main provision with us.

February 2022 was another key milestone in which we won a bid with the local authority and had the opportunity to lease absolutely stunning premises at Southwick country park which now holds our KeyStage 2 learners.

July 2023, the start of our re-branding began. Project SEMH had grown significantly and has supported over 100 young people on to a positive destination. Therefore, it was time to iron out the wrinkles and become a fully fledged independent provision. An executive senior leadership team was brought onboard to support the registration process as well as supporting all of the fantastic individuals that have chosen to work for us.

September 2023 - The Bridge Alternative Provision Ltd became an official entity and SAS Mentoring continues as Project SEMH. Both are actively supporting learners across the county of Wiltshire to engage in a positive form of bespoke education and we are so glad you are considering becoming part of our journey!



Employer Value Proposition

At The Bridge and SAS Mentoring, we aren't just an alternative provision – we're a community dedicated to empowering learners, educators, and families to reach their full potential.

Our unique Employee Value Proposition (EVP) captures the essence of what it means to be a part of our educational family:

INSPIRING EXCELLENCE

We foster a culture of excellence in all that we do. As a team member, you'll have the opportunity to collaborate with passionate educators and work in an environment that values innovation, creativity, and continuous improvement. Whether you're a teacher, administrator, or support staff, you'll play a crucial role in shaping the future of our learners.

NURTURING GROWTH

We believe that growth is a lifelong journey, and we're committed to nurturing your personal and professional development. From tailored training programs to ongoing mentoring, you'll have access to resources that empower you to expand your skills and advance your career. Your growth is important to us.

LEARNER-CENTRED APPROACH

Our learners are at the heart of everything we do. By joining our team, you'll be part of an institution that prioritises individualised learning, holistic development, and a supportive environment. Your contributions will directly impact the lives of our young people, helping them build a strong foundation for future success.

COLLABORATIVE COMMUNITY

We are a tight-knit community that values teamwork and collaboration. You'll have the chance to work alongside dedicated professionals who share a passion for education and a commitment to making a difference. Together, we create an atmosphere of mutual respect and shared achievements.

INNOVATION AND FLEXIBILITY

We embrace innovation and adaptability as essential components of education. Joining our team means being part of an institution that encourages new ideas and creative approaches to teaching and learning. Your insights and contributions will shape the evolution of our educational practices.

WORK-LIFE BALANCE

We understand the importance of maintaining a healthy work-life balance. We strive to provide a supportive environment that allows you to excel in your role while enjoying time for your personal pursuits and family. Your well-being matters to us.

IMPACTFUL MISSION

By joining us, you become a part of a mission-driven organisation dedicated to transforming lives through education.

Every day, you'll be contributing to a brighter future for our learners and the community as a whole.

Our Values

ACQUIRE, INSPIRE, ACHIEVE

CELEBRATING THE VALUE OF 'FREE' DOM

We recognise, teach and celebrate the value of freedom.

FREE articulates what we strive for in our learners!

Free to achieve, free to have opinions, free to be themselves, free from the effects of intimidation, from bullying and low aspiration.



Our Values highlight the fundamental principles and beliefs that guide our ethos, shaping our culture, interactions, and educational approach.



Why work for us?



Benefits

- ✓ Learning and development opportunities
- ✓ Enhanced family leave
- ✓ Salary sacrifice schemes including:
 - Workplace nursery
 - Home & tech
 - Cycle to work
- ✓ Extensive Employee Assistance Programme (EAP):
 - Specialising in education support
 - Counselling (online & face to face)
 - CBT
 - Legal advice
 - Financial support.
- ✓ Long service awards
- ✓ Recruitment referral bonus
- ✓ Plus more.....



Safeguarding

We are committed to providing positive academic, social and emotional outcomes for our children, underpinned by a strong safeguarding ethos. We are equally committed to the welfare of our staff, who are expected to adhere to the highest standards of professional behaviour to maintain confidence and respect of the general public and colleagues.

Our Executive Headteacher, Nikita, will ensure that all policies reflect national and local requirements to protect and support the children and adults in our provision.



Confidentiality

The storing and processing of personal information is governed by the data protection act 1998 and GDPR. Guidance and advice has been provided about their responsibilities in our Data Protection Policy.

Members of staff may have access to confidential information about pupils, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the learner on a need to know basis. Records should only be shared with those who have a legitimate professional need to see them.

Whistleblowing

Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.

All staff and volunteers are expected and encouraged to raise concerns about poor or unsafe practice and potential failures in the school safeguarding regime.



About the Role

Job Title:	SAS Mentor - Wiltshire & BANES
Responsible to:	SAS Mentoring Team Leader & Deputy Manager
Contract Type:	Part-time - Term-time (41 weeks)
Salary:	£21,300 to £27,954 (Actual pay)
Contractual Hours:	9.00am to 3.00pm (4.00pm Tuesday) - 31 hours per week
Line Management:	-

Purpose of the Role

SAS Mentoring, provides inreach and outreach for learners all across Wiltshire. We work with children and young adults of all ages and with a variety of needs and difficulties such as SEMH, ASC, ODD, PDA, trauma, attachment and many more. We are commissioned by schools, social services, Wiltshire behaviour service and Wiltshire SEND.

Under the guidance of the Mentoring Team Leaders, the role of a SAS Mentor is critical in fostering a supportive and nurturing environment for our students by providing a service that specialises in one-to-one support, tutoring, work experience, physical, and emotional development.

As SAS Mentor you will work with learners to provide support, motivation, and guidance to help them overcome obstacles to their learning. These could include learning difficulties, family issues, mental health problems, or a lack of confidence. You will ensure community integration and prepare them for working life.

Key Responsibilities

- Develop and implement personalised behaviour management plans to address individual needs.
- Build strong rapport and trust with learners, creating a safe and nurturing environment.
- Provide one-on-one mentoring and support during challenging situations.
- Collaborate with homeschools, parents, and other professionals to ensure consistent and holistic support.
- Monitor learner progress, assessing effectiveness of interventions, and adjusting strategies as needed.
- Promote social-emotional development and foster positive relationships within the school community.
- Work within a school to provide specific programmes or to work 1:1 with a specific child.
- Work outreach with a young person that isn't ready to enter a school/classroom environment.
- Provide effective mentoring and targeted interventions for our most vulnerable learners, for a variety of issues, such as:
 - Challenging Behaviour.
 - Bereavement
 - Bullying.
 - Making Positive Choices.
 - Need of a Positive Role Model.
 - Addressing Risky Behaviours.
 - Emotional Withdrawal.
 - Criminal Activity.
 - Substance Abuse.

Person Specification

Essential Requirements

- 4 or above in Maths English and/or Science.
- Demonstrable experience in supporting children and young people with SEMH needs..
- Experience in developing and implementing individual education plans (IEPs) or behaviour management plans.
- Excellent interpersonal and communication skills, including active listening.
- Empathy, patience and emotional intelligence.
- Ability to motivate learners.
- Skills in persuading, negotiating, and influencing.
- Ability to think on your feet and be flexible.
- Determination to see problems and solutions through to the end.
- Ability to support people from a range of backgrounds.
- Non-judgmental approach.
- Excellent time management and organisational skills.
- Ability to relate to young people in order to build trust, to help them achieve their full potential.
- Experience of working collaboratively as part of a team, particularly with other teaching staff and external agencies.

If you can't tick every box in these requirements, but you are passionate about making a positive impact on the lives of young people with SEMH needs, we encourage you to contact us and let us explore how your unique talents can contribute to our mission.



How to Apply

We are committed to safer recruitment and, as such, can only accept applications that are on our application form. This is available on our [website](#) alongside the full job profile, or you can access the application form using this [link](#).

Please contact us if you have any difficulty accessing this. Please note that a CV is not required and will not be accepted as a replacement for a fully completed application form. Please complete all sections of the form in full.

The application form includes space for a supporting statement. This is a really important part of our selection process and we review it during our short-listing process. Please use it to show how you have the skills, knowledge and experience to carry out the role for which you are applying, to a high standard.

Your fully completed application will be accessible to our hiring team however, if you would prefer to email, you can download and send it to careers@tbap.co.uk. Please use **"SAS Mentor Application"** as the subject of your email

This is a rolling advert due to the ever-growing needs for support for the young people. We currently support approximately 80 learners and we are receiving new referrals all the time, so we are always on the lookout for the right people to join our team, if not immediately, definitely in the near future.

Interviews will be carried out on a rolling basis.



Safer Recruitment

The safe recruitment of staff is the first step to safeguarding and promoting the welfare of children in education. We are committed to safeguarding and promoting the welfare of all learners in our care. As an employer, we expect all staff, support agencies and volunteers to share this commitment.

In order to comply with **Keeping Children Safe In Education** a number of checks will be carried out:

- Online checks - on shortlisting
- Criminal convictions disclosure - on shortlisting
- Enhanced DBS checks - on job offer
- Right to work checks - on job offer
- References - on acceptance of job offer

Summary

Joining us is an invitation to be part of a community dedicated to making a profound impact on the lives of children.

At our provision, we understand the importance of promoting an inclusive and supportive environment, especially for children facing challenges related to their social, emotional, and mental well-being. As a member of our team, you'll have the opportunity to contribute to the growth and development of these resilient young minds.

What sets us apart is our unwavering commitment to creating a positive employee culture and experience. We believe that happy and fulfilled staff translates to better outcomes for the children in our care. Here, you will find a collaborative and nurturing work environment where your contributions are valued, and professional growth is encouraged. We recognise the significance of investing in our team, offering continuous training and a supportive leadership structure.

By joining our provision, you become an integral part of a compassionate and dedicated team working together to make a lasting difference in the lives of the children we serve.

We look forward to welcoming you to our team!

What is the best thing about working for The Bridge?

"The reward of seeing an academical improvement of our vulnerable young people!"

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